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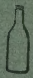
MINUTES *of* PROCEEDINGS

FORTY-EIGHTH ANNUAL CONVENTION

Glass Bottle Blowers Association

Of the United States
and Canada



Atlantic City, N. J., July 7-17, 1924

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John A. Voll

National President
Glass Bottle Blowers Association of the United States and Canada
January 2, 1917 - July 27, 1924

John A. Voll

Born in Zanesville, Ohio, in 1867 John Voll went to work in a cotton mill when he was twelve years old. At the age of nineteen he entered the glass factory and became a member of the American Flint Glass Workers Union, and later was elected on its Executive Board.

In 1902 when the bottle department of the Flints amalgamated with the Glass Bottle Blowers Association he came over with it and in 1904 was elected a member of the Executive Board of the latter Association. Two years later, in 1906, he was elected to the office of vice president and served in that position until through the death of Denis A. Hayes in 1917 he became president by automatic succession as provided by our Constitution.

In 1909 he was elected president of the Ohio State Federation of Labor and was re-elected each year thereafter until he resigned in 1918.

He was a member of the Advisory Committee of the Ohio Institute for Public Welfare, the Executive Committees of the American Association for Labor Legislation, the Housing Association of Philadelphia, the Foreign Policy Association, the Peoples' Reconstruction League, and was a member of the Philadelphia City Club. He also served through appointment by President Wilson, on the National Housing Commission during the world war, and through appointment by Governor Sproul on the Constitutional Revision Commission of Pennsylvania.

John Voll was a man of high character, tolerant of the opinions of others, and to an unusual degree impressed upon those with whow he came in contact his sterling worth and honesty of purpose. No one could know him and not admire and love him,---he had the kindly understanding heart that drew his fellow men to him. In the noon time in his life the call came to this great soul as it must sometime come to us all,---and he has gone out on the Great Adventure.

As God gave him light to see the truth he followed it with courage and strength all through his life.
May his soul rest in peace.

MINUTES OF PROCEEDINGS

OF THE

FORTY-EIGHTH ANNUAL CONVENTION

OF THE

Glass Bottle Blowers Association

of the United States
and Canada

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Atlantic City, N. J., July 7-17, 1924

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REMOTE STORAGE

MINUTES OF PROCEEDINGS
OF THE
FORTY-EIGHTH ANNUAL CONVENTION
Of the Glass Bottle Blowers Association
of the United States and Canada
HELD IN
ATLANTIC CITY, NEW JERSEY.
Opening Monday, July 7, 1924.

FIRST DAY—MORNING SESSION.

Atlantic City, N. J., Monday, July 7, 1924.

The Forty-eighth Annual Convention of the Glass Bottle Blowers' Association was formally opened at 10 o'clock A. M., by President Voll, and the National Anthem was sung.

There were with the President the other National officers: Vice-President Maloney, Secretary Jenkins, Treasurer Halton, and Executive Board Members Connolly, Vansant, Campbell, Roberts, McLaughlin, Eames, and Warren.

The convention met in the airy, well-ventilated auditorium of Odd Fellows' Hall in New York Avenue.

At the request of the President, Executive Board Member Eames made the

Invocation.

Almighty and gracious God, our Father, we pray that Thou wilt counsel us in our deliberations and guard our conduct as we engage in the business of this convention. We have learned by bitter as well as blessed experience that it is better to trust in God than to put confidence alone in man. We have learned that if we are to stamp the impress of our influence on the age and generation in which we live, if we are to link ourselves up with progress and be in the vanguard of constructive living, we must heed the importunings of the spirit—and for this we pray, our Father, as we come together here. We are conscious that we are living in a panicky, nervous, eager and fretful age. There are ominous shadows on the peace and happiness of the world. We can see men everywhere burning the candle of life at both ends and blowing the smoke in Thy face. We can see the world consuming for its own purposes the fuel which Thou hast provided to keep the altar fires burning, and giving Thee the ashes. We pray that we may cultivate the habit of giving Thee the best in our thought and action, —and we earnestly pray that this spirit will dominate throughout the deliberations of this convention. We pray Thy blessing on every delegate. Clarify every mind, crystallize every problem, so that everything we do may not only be beneficial in Thy sight but a blessing to those who have a call on us, so that we may show the world that we are in line with progress and practicing right living and striving for ultimate good. We ask in the name of Jesus, our Lord. Amen.

President Voll then welcomed the delegates, saying,—

Friends, I am sure you were impressed, as I was, with the deep significance of the words of our brother in the invocation. We are indeed meeting at a time which is momentous. Never before in the history of the world has there been such a revolution manifest in an evolutionary way, among what in the past was termed 'the common people.' This is true not only in our own but in every country of the globe. Hence it is a time when we should be especially careful of what action we take and what words we speak. Perhaps the creation of this government, nearly a hundred and fifty years ago, has brought about the condition which we see in the world today. Ours is a democratic form of government. It was given to us by men far ahead of their own time. It was characterized then by all the old-world governments as an experiment which could not last because it was based on the right of the common people instead of on the right of the master or ruling class. Time has vindicated the wisdom of the action of those men who founded our government, and the spirit that animated them has spread until, as I said before, there is not a country in the world today that is not in a state of ferment, to the extent at least of seeking to attain through orderly evolution what amounts to a social revolution. In this country we are facing a crisis. It is a critical time for us. Of that we will speak later. These thoughts come to my mind now, by reason of the words of our brother in prayer.

I welcome you all here this morning. I believe we have as many delegates as we had last year, which is highly gratifying. I am sure that the same careful thought and consideration will be given by you to all the subjects that come before you as were given in the past. You are all men who know how to discuss subjects, you are experienced and know how to practice both restraint in debate and insistence when necessary and, as our delegates in the past have been, are men who are always looking to the future and considering what the outcome of your action and words may result in not only to the members of our Association, but to society as a whole.

At the request of the President, the report of the Credential Committee was made by Messrs. James P. Donnelly, Charles Brookes and Jacob Rohrbacher, who constituted the Advance Committee.

During the presentation of the report it developed that a number of Branches were not represented. Many of these had sent in excuses. Several failed to send in a financial statement.

On motion, Branches 4, 39, 62, 66, 93, 99, 111, 122 and 125 were excused from sending a delegate.

On motion, all those Branches that did not send in a financial statement were censured and directed to promptly send their statements to the National Office, in compliance with the law.

On motion, action on the failure of Branch 44, Olean, N. Y., to make a financial report and to send a delegate, was postponed for later consideration.

The report was finally adopted, by unanimous vote, in this form:

REPORT OF CREDENTIALS COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association.

Greeting:

We hereby submit the following for your consideration:—

Number and Location of Branch.	Members in Good Standing in Branch	Number Delegates Branch Entitled to	Number Delegates Elected
Branch No. 1, Pittsburgh, Pa.......	**42**	**1**	**1**
JACOB REID			
Branch No. 2, Alton Ill...............	**9**	**1**	**Excused**
Branch No. 3, Streator, Ill..........	**45**	**2**	**1**
LESTER B. MOORE			
Branch No. 4, Los Angeles, Calif....	**No statem'nt**	**..**	**Excused**
Branch No. 5, St. Louis, Mo..........	**9**	**1**	**1**
JACOB ROHRBACHER			
Branch No. 6, Salem, N. J.............	**125**	**4**	**4**
SAMUEL LUMLEY			
DANIEL BRADFORD			
JOHN W. EGAN			
EDWARD WILSON			
Branch No. 7, Millville, N. J.........	**499**	**16**	**10**
MARK S. BRANIN			
JOSEPH SCHOLES			
HARRY EWAN			
WILSON CHARD			
WILLIAM LODER			
ISAAC CORSON			
SAMUEL T. CARTER			
ARIEL PARSONS			
EDGAR HANN			
WALTER T. WALLACE			
Branch No. 8, Bridgeton, N. J........	**119**	**4**	**1**
GEORGE W. MOST			
Branch No. 9, Baltimore, Md........	**251**	**8**	**8**
CLARENCE ESSEX			
GEORGE W. SPEAKE, JR.			
JOHN BUTZ			
CHARLES MARSHALL			

Number and Location of Branch.	Members in Good Standing in Branch	Number Delegates Branch Entitled to	Number Delegates Elected
JOHN GRIFFIN			
CLAUDE GREINER			
GEORGE MINNICK			
JOHN J. DALL			
Branch No. 10, Royersford, Pa.......	**118**	**4**	**1**
SILAS CARMELIA			
Branch No. 12, Muncie, Ind.........	**40**	**1**	**1**
WILLIAM C. CONNOLLY			
Branch No. 14, Woodbury, N. J.......	**14**	**1**	**Excused**
Branch No. 15, Milwaukee, Wis......	**52**	**2**	**Excused**
Branch No. 16, Ravenswood, L. I., N. Y.	**12**	**1**	**Excused**
Branch No. 17, Massillon, Ohio.......	**60**	**2**	**Excused**
Branch No. 18, Montreal, Quebec.....	**73**	**2**	**2**
J. H. LAROCQUE			
CHARLES BROOKES			
Branch No. 19, Lapel, Ind...........	**12**	**1**	**Excused**
Branch No. 20, Zanesville, Ohio......	**55**	**2**	**1**
RICHARD SCHULTZ			
Branch No. 21, Richmond, Va........	**10**	**1**	**Excused**
Branch No. 22, San Francisco, Calif..	**10**	**1**	**Excused**
Branch No. 24, Newark, Ohio........	**65**	**2**	**1**
THEODORE PAIGE			
Branch No. 26, Rochester, N. Y......	**51**	**2**	**2**
JAMES P. DONNELLY			
RICHARD POWERS			
Branch No. 27, Reading, Ohio........	**31**	**1**	**1**
HARVEY WINN			
Branch No. 28, Brockwayville, Pa.....	**10**	**1**	**Excused**
Branch No. 29, Hawley, Pa..........	**6**	**None**	**None**
Branch No. 32, Clyde, N. Y............	**12**	**1**	**Excused**
Branch No. 34, Tarentum, Pa........	**115**	**4**	**2**
OTTO ITCHEK			
B. J. NAPOLSKI			

Number and Location of Branch.	Members in Good Standing in Branch	Number Delegates Branch Entitled to	Number Delegates Elected
Branch No. 35, Laurens, S. C. WILLIAM BOYD	16	1	1
Branch No. 36, Marienville, Pa. STACEY CARTER	28	1	1
Branch No. 37, Lancaster, N. Y. FRANK LAMBALZER	11	1	1
Branch No. 38, Marion, Ind. CHARLES HUMMELL EDWARD MERCHANT C. W. MILLER	115	4	3
Branch No. 39, Lockport, N. Y.	No statem'nt	..	Excused
Branch No. 40, Poteau, Okla.	21	1	Excused
Branch No. 42, Glassboro, N. J.	23	1	Excused
Branch No. 44, Olean, N. Y.	No statem'nt	..	Action def'd.
Branch No. 46, Parkersburg, W. Va.	No statem'nt	..	Excused
Branch No. 47, Sheffield, Pa. GEORGE H. WALTERS	27	1	1
Branch No. 48, Wilcox, Pa.	10	1	Excused
Branch No. 49, Cincinnati, Ohio	5	None	None
Branch No. 51, Redcliff, Alberta, Can.	6	None	None
Branch No. 54, Medford, N. J.	27	1	Excused
Branch No. 55, McDonald, Pa. WILLIAM V. SULLIVAN	39	1	1
Branch No. 57, Binghamton, N. Y. ALBERT MAHR	29	1	1
Branch No. 60, Terre Haute, Ind. LAWRENCE TURNER WILLIAM MILLS	50	2	2
Branch No. 62, Poughkeepsie, N. Y.	No statem'nt	..	Excused
Branch No. 63, Williamstown, N. J.	29	1	Excused
Branch No. 66, Toronto, Ontario	No statem'nt	..	Excused

Number and Location of Branch.	Members in Good Standing in Branch	Number Delegates Branch Entitled to	Number Delegates Elected
Branch No. 68, Alexandria, Va....... STOKES D. CONNOR	22	1	.1
Branch No. 70, Wallaceburg, Ontario . ALFRED CRIST, JR.	24	1	1
Branch No. 73, Bellaire, Ohio.........	12	1	Excused
Branch No. 74, Okmulgee, Okla......	2	None	None
Branch No. 75, Port Allegany, Pa.... CARL F. SWANSON	23	1	1
Branch No. 76, Glenshaw, Pa......... ALBERT RIHN	20	1	1
Branch No. 78, East St. Louis, Ill.... FRANK L. DAHM	78	2	1
Branch No. 80, East Stroudsburg, Pa.. JOHN S. ROBERTS	19	1	1
Branch No. 81, Chicago Heights, Ill.. CONRAD MANTZ	63	2	1
Branch No. 83, Butler Pa.............	25	1	Excused
Branch No. 85, Kane, Pa..............	No statem'nt	..	Excused
Branch No. 86, Fort Smith, Ark...... CARL SMITH	15	1	1
Branch No. 90, Loogootee, Ind.......	11	1	Excused
Branch No. 92, Alton Park, Tenn..... ROY CLEARY	17	1	1
Branch No. 93, Charleroi, Pa..........	No statem'nt	..	Excused
Branch No. 94, Pittsburgh, Pa......... CHARLES E. THOMPSON	46	1	1
Branch No. 95, Tarentum, Pa.......... WILLIAM S. GRINE	45	1	1
Branch No. 97, Philadelphia, Pa.......	23	1	Excused
Branch No. 98, Knox, Pa.............. CLARENCE D. BOWSER	9	1	1
Branch No. 99, Mt. Vernon, Ohio.....	19	1	Action def'd.

Number and Location of Branch.	Members in Good Standing in Branch	Number Delegates Branch Entitled to	Number Delegates Elected
Branch No. 102, Parkers Landing, Pa. GAY ANTHONY	22	1	1
Branch No. 105, Punxsutawney, Pa... LOUIS COLIN HARRY T. KINNEY	65	2	2
Branch No. 106, Columbus, Ohio......	8	1	Excused
Branch No. 108, Lynchburg, Va.......	7	1	Excused
Branch No. 109, Wheeling, W. Va.....	37	1	Excused
Branch No. 110, Cape May C. H., N. J. RALPH TOZOUR	11	1	1
Branch No. 111, Three Rivers, Tex...	No statem'nt	..	Excused
Branch No. 112, Hazelhurst, Pa....... WILLIAM P. FOX	10	1	1
Branch No. 115, Point Marion, Pa....	10	1	Excused
Branch No. 117, Evansville, Ind......	21	1	Excused
Branch No. 118, Baltimore, Md........ WILLIAM HEINEGGER	44	1	1
Branch No. 120, Clarion, Pa .... FRANK CARTER	9	1	1
Branch No. 122, Long Beach, Calif....	No statem'nt	..	Excused
Branch No. 125, Cedar Grove, La.....	8	1	Excused
Branch No. 127, California, Pa.........	5	None	None
Branch No. 128, Sapulpa, Okla..	6	None	None
Branch No. 129, Los Angeles, Calif.... WILLIAM GABLE	22	1	1
Branch 133, Indianapolis, Ind......... THOMAS F. SCULLY	38	1	1

Respectfully submitted,

JAMES P. DONNELLY, Chairman,
CHARLES BROOKES,
JACOB ROHRBACHER, Secretary.

Several delegates said the Credential Committee had credited them with being entitled to more delegates than their branches believed they had a right to and inquired why this difference. The Committee replied that their report was based on the statements of the financial secretaries. Inquiry was made as to whether exempted members were included in that quota.

Discussion followed, in the course of which President Voll explained that Branch Secretaries when sending to the National Office the lists of members in good standing, should mark all those who held exemption or withdrawal cards and that exempted members are not entitled to take active part in the conduct of branch affairs; hence, should not be counted in the list of those making up the number on which the quota of representation is based. A branch, however, has the privilege of carrying exempted members as active, if it wishes to do so. A branch may exempt members who do not take out cards but continue to actively participate in branch affairs; but when a member takes out an exemption card he ceases to participate in its activities and is not included in the representation quota.

An exempted member continues to be a member of the Association, but a man who takes out a withdrawal card ceases to be a member, and if he wishes to become a member in the future he must apply to and be taken in by the branch the same as though he never had been a member.

It is optional with a man who takes out a withdrawal card to pay death assessments, but if he fails to pay them he loses all right to participate in any benefits.

There is a great difference between the position of a man with a withdrawal card and one with an exemption card. A man holding a withdrawal card is not entitled to attend branch meetings. A man with an exemption card may attend meetings, but he has only the right to speak and not to vote. As to their right to participate in the death beneficiary department, exempted members and those holding withdrawal cards are in the same position in that they must pay all death assessments.

If a member applies for exemption on account of age, all his death assessments must be paid up to the date of his application, before he can be put on that list.

It is believed some mistakes may have been made in the death beneficiary department in that claims were paid which should not have been, on account of the deceased not having been in good standing. This could not happen if financial secretaries sent complete reports to the National Office.

A branch has no right to carry an exempted member on the death beneficiary list if he does not pay his assessments, unless the branch itself pays them.

Secretary Jenkins explained how the law came about that an exempted member might be continued in the death beneficiary department. Long before machinery came into the trade members who had consistently been in good standing in the Association, and by reason of advanced age were unable to actively work at the trade, wished to continue in the death beneficiary department, and a special law was enacted which gave such members the right to continue, provided they paid their assessments regularly, the same as active members. It was considered that a man who had been a faithful member of the Association and ceased to actively work at the trade because of disability, should have the privilege of continuing in the death beneficiary department. Hence this action was taken in a former convention after careful consideration.

President Voll then announced the appointment of William "Spiky" Adams, a veteran of Branch 7, Millville, N. J., as Outside Guard, and the folowing:

Committee on Rules of Order

George W. Most, Chairman	Branch 8
Wilson Chard	Branch 7
Edward Merchant	Branch 38
William Mills	Branch 60
Roy Cleary	Branch 92

Roll Call Clerks

Robert G. Vansant	Branch 9
William Warren	Branch 18
William W. Campbell	Branch 26

Convention then adjourned to 2 o'clock P. M. same day.

FIRST DAY—AFTERNOON SESSION.

The convention was opened at 2 o'clock P. M., by the singing of America, President Voll in the chair.

The Committee on Rules of Order having concluded its work, the report was read by Secretary Chard. On motion it was adopted, as follows:

Report of Committee on Rules of Order.

To the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Your committee recommend the following rules:

1. The daily session of the convention shall be from 1.30 P. M. to 5.30 P. M., except on Saturday, when it shall be from 9 A. M. to 12 o'clock noon.

2. If a delegate is called to order when speaking, he shall at the request of the Chair take his seat until the question of order is decided.

3. If two or more delegates rise to speak at the same time, the Chair shall decide which is entitled to the floor.

4. No delegate shall interrupt another in his remarks, except to raise a point of order.

5. A delegate shall not speak more than twice on the same question until all who wish to speak have had opportunity to do so and permission has been given by the convention.

6. Speeches shall be limited to five minutes, but the time of speaking may be extended by vote of the convention.

7. A motion shall not be open for discussion until it has been seconded and stated by the Chair.

8. At the request of five members, the mover of a motion shall be required to reduce it to writing.

9. When a request is pending in convention, no motion shall be in order, except to adjourn, or to refer to the previous

question, or to postpone indefinitely or to postpone to a certain time, or to divide or amend, which motions shall have precedence in the order named.

10. Motion to reconsider shall not be entertained by the Chair unless it is made by a delegate who voted in the majority and the motion shall have received a majority vote.

11. Reports of committees shall be subject to amendments and substitutes from the floor of the convention the same as other motions and resolutions.

12. Daily roll call shall be by card only.

13. Any delegate who fails to present his card within fifteen minutes after the convention is called to order, shall be marked absent, but in the event of unavoidable absence, he may so report to the Secretary and be marked present.

14. It shall require at least twenty members to move the previous question.

15. The introduction of documents and resolutions shall be under the call of branches, and they shall be referred to committees without debate.

16. No motion or resolution shall be voted on until the mover or introducer has had a chance to speak if he so desires.

17. When a roll call vote has been taken and all delegates or delegations present have had opportunity to record their votes the ballot shall be declared closed.

18. A roll call ballot shall be granted at the request of twenty members.

19. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced.

20. Roberts Rules of Order shall be the guide in all matters not herein provided for.

Your committee make the following recommendations:

21. That enough copies of the official minutes of each day's proceedings be printed to furnish each delegate with a copy, and that distribution be made by the roll call clerks.

22. That a two-thirds vote shall be necessary in order to suspend the rules.

23. That delegates who wish to make a correction in the minutes shall notify the Secretary in writing and he shall read the correction to the convention.

24. That on all days when entertainments for the pleasure of delegates are appointed to be held in the afternoon, the convention shall go into session at 9 A. M. and remain until 12 o'clock noon.

Order of Business.

1. Roll Call of Officers and Delegates.
2. Report of Committee on Credentials.
3. Reports of Officers.
4. Reports of Regular Committees.
5. Reports of Special Committees.
6. Unfinished Business.
7. New Business.
8. Good and Welfare.
9. Election of Officers.
10. Selection of Place of 1925 Convention.
11. Adjournment.

Respectfully submitted,

GEORGE W. MOST, Chairman	Branch 8
EDWARD MERCHANT	Branch 38
WILLIAM MILLS	Branch 60
ROY CLEARY	Branch 92
WILSON CHARD, Secretary	Branch 7

President Voll announced the appointment of the following committees:—

Auditing Committee—Advance.

Samuel T. Carter, Chairman	Branch 7
Louis Colin	Branch 105
Richard Powers	Branch 26

Machine Ware Price List Committee—Advance.

Edgar Hann, Chairman	Branch 7
Samuel Lumley	Branch 6
Charles Marshall	Branch 9

Blown Ware Price List Committee—Advance

Mark S. Branin, Chairman	Branch 7
John J. Dall	Branch 9
William V. Sullivan	Branch 55
J. H. Larocque	Branch 18

Apportionment Committee.

Samuel T. Carter, Chairman	Branch 7
Richard Powers	Branch 26
Louis Colin	Branch 105
Harry Jenkins	National Secretary
Harry Halton	National Treasurer

Finance Committee.

George W. Speake, Jr., Chairman	Branch 9
Frank Lambalzer	Branch 37
Otto Itchek	Branch 34
Frank Carter	Branch 120
Stokes Connor	Branch 68

Committee on Automatic Machinery.

John W. Egan, Chairman	Branch 6
Frank Lambalzer	Branch 37
Lawrence Turner	Branch 60
William C. Connolly	Branch 12
Albert Rihn	Branch 76
Theodore Paige	Branch 24
Lester Moore	Branch 3
William Heinegger	Branch 118
Roy Cleary	Branch 92
Harvey Winn	Branch 27

Samuel T. Carter	Branch	7
Charles Brookes	Branch	18
Richard Schultz	Branch	20
Alfred Crist	Branch	70
Charles Hummell	Branch	38
Thomas Scully	Branch	133
Richard Powers	Branch	26
W. S. Grine	Branch	95
William Gable	Branch	129
Frank Carter	Branch	120
C. D. Bowser	Branch	98
Charles E. Thompson	Branch	94

Apprentice Committee.

Charles Brookes, Chairman	Branch	18
Wilson Chard	Branch	7
Albert Mahr	Branch	57
Stacey Carter	Branch	36
William Mills	Branch	60
Edward Wilson	Branch	6

Committee on Sister Organizations.

John Griffin, Chairman	Branch	9
Alfred Crist	Branch	70
Jacob Reid	Branch	1
Gay Anthony	Branch	102
Carl Smith	Branch	86

Committee on Appeals and Grievances.

James P. Donnelly, Chairman	Branch	26
Frank Dahm	Branch	78
B. J. Napolski	Branch	34
William Loder	Branch	7
Carl Swanson	Branch	75

Committee on Political Protest and Injunctions.

Clarence Essex, Chairman	Branch 9
Harry Ewan	Branch 7
John S. Roberts	Branch 80
Harry T. Kinney	Branch 105
William Fox	Branch 112

Committee on Union Label.

Joseph Scholes, Chairman	Branch 7
B. J. Napolski	Branch 34
Walter Wallace	Branch 7
Edward Merchant	Branch 38
George Minnick	Branch 9

Committee on Organization.

George H. Walters, Chairman	Branch 47
John Butz	Branch 9
Daniel Bradford	Branch 6
William Boyd	Branch 35
Isaac Corson	Branch 7

Stopper Grinders' Committee.

Walter Wallace, Chairman	Branch 7
Claude Greiner	Branch 9
Conrad Mantz	Branch 81

Committee on Good and Welfare.

Silas Carmelia, Chairman	Branch 10
William Gable	Branch 129
Ariel Parsons	Branch 7
C. W. Miller	Branch 38
Albert Rihn	Branch 76

Law Committee.

Samuel Lumley, Chairman	Branch 6
Jacob Rohrbacher	Branch 5
Charles E. Thompson	Branch 94
Richard Powers	Branch 26
George W. Most	Branch 8

On motion of Delegate Walters, seconded by Delegate Hann, and unanimously agreed to, the convention went on record as opposed to riding on those street car lines in Atlantic City whose employes are on strike, and also to riding in the Yellow taxis.

Secretary Jenkins read a letter from President Samuel Gompers of the American Federation of Labor and one from the American Flint Glass Workers Union. On motion, these were accepted and directed to be made a part of the minutes. They accordingly follow:

AMERICAN FEDERATION OF LABOR.

New York City, July 4, 1924

Mr. John A. Voll, President,
Glass Bottle Blowers' Association,
1006 Colonial Trust Bldg.,
Philadelphia, Pa.

Dear Sir and Brother: Up to the last moment I had hoped to be able to accept your invitation to attend and address the convention of your Association when it convenes in Atlantic City on July 7th. I now find that it is utterly beyond my power to do so. I have therefore taken the liberty of requesting Mr. Henry Hilfers, of Newark, N. J., to attend your convention as the representative of the American Federation of Labor, and personally to extend my greeting and good wishes for the success of the convention. I have suggested that he communicate with you as to the most suitable and agreeable time for him to be with you.

Even though I may not be with you in person yet I will be there in spirit, in earnest hope that your convention may be guided by wisdom, that its deliberations may redound to the benefit not only of your members and of the trade you represent, but that the conclusions reached and actions taken may be for the benefit of all labor. Accept for yourself and convey to your fellow officers and members and delegates my fraternal greetings and earnest good wishes.

Again expressing my keen regret that I am unavoidably prevented from being with you, I am,

Fraternally yours,

SAM'L GOMPERS,
President American Federation of Labor.

AMERICAN FLINT GLASS WORKERS' UNION

Atlantic City, N. J., July 5, 1924.

Mr. John A. Voll, President,
Glass Bottle Blowers' Association of U. S. and Canada,
Atlantic City, N. J.

Dear Sir and Brother: By unanimous consent, the delegates composing the Forty-eighth Convention of the American Flint Glass Workers' Union, now assembled in the Junior High School, instructed me to express through you the hope that your 1924 convention will be the most harmonious and profitable one in the history of your Association, that much good will be accomplished for the benefit of your membership, and that the coming season will be a most prosperous one.

With kindest regards, I remain,

Fraternally yours,

C. J. SHIPMAN,
Secretary-Treasurer.

The convention of the American Flint Workers' Union convened one week earlier than ours, and on behalf of our Association President Voll sent the following telegram:

Philadelphia, Pa., July 2, 1924.

William P. Clarke, President,
American Flint Glass Workers' Union,
High School Auditorium, Atlantic City, N. J.

In greeting the officers and delegates to the Forty-eighth Annual Convention of the American Flint Glass Workers' Union, it is to express the hope that it will be a constructive and harmonious one that will go far toward helping to solve the problems that confront your immediate organization and the labor movement in general, and that your deliberations will result in pointing the way toward making your organization bigger, better and stronger than ever.

JOHN A. VOLL, President,
Glass Bottle Blowers' Association of the
United States and Canada.

On motion, it was agreed that arrangement be made for taking an official photograph of the members of the convention at 5.30 o'clock, following adjournment Tuesday afternoon.

Vice-President Maloney then took the chair and stated that President Voll would give a report of the work and accomplishments of the Association during the past year. He was satisfied that it would be highly interesting and asked for close attention. He also referred to the indomitable spirit of two great leaders of the labor movement, former President Hayes, a lifelike portrait of whom is hung in the convention hall, and President Gompers; the spirit of those two leaders he believed was among the delegates now.

President Voll was received with applause when he came forward to read his annual report. It was an able and comprehensive review of the bottle industry and the work of the Association, and was highly interesting. It was listened to with earnest attention and at conclusion was liberally applauded.

On motion, it was accepted and referred to a proper committee. Chairman Maloney thereupon at once appointed the following:

Committee on President Voll's Report.

Richard Schultz, Chairman	Branch 20
Louis Colin	Branch 105
Ralph Tozour	Branch 110
John Griffin	Branch 9
Clarence Bowser	Branch 98

Badges in the shape of an enameled "Atlantic City Welcome All The Time" pendant, suspended from a namebar by a tricolored ribbon, were distributed.

The convention then adjourned to 1.30 o'clock P. M., Tuesday, July 8, 1924.

The Annual Report of President Voll follows:

ANNUAL REPORT
OF PRESIDENT JOHN A. VOLL.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada, in Convention Assembled,

Greeting:

It is not only with genuine pleasure that we meet and greet you on this occasion, the Forty-eighth Annual Convention of our Association, which gives opportunity for renewal of friendships and the making of acquaintances that make the world seem more akin, but included is marked satisfaction in the progress and stability that have been made and maintained since last we met and which in the face of developments, circumstances and conditions more unfavorable than favorable to us as an Organization of wage earners, is a record that is at least gratifying and gives ample reason for a full measure of hope for future achievement.

The foregoing is significant in these days and times when the natural and fundamental laws which are man's anchorage are being set aside or disregarded by large and powerful groups within government, in religion, and in our political and economic life. It shows how grounded in principle and practice of sound doctrine is the membership of our Association. It is thus, as the writer views it, a mark of distinction for those who accept sound doctrine and govern their practice in accordance therewith. Moreover its acceptance is an asset to the home and to the state that is immeasurable, for the good which is thereby contributed for orderly procedure in all matters pertaining to the welfare of citizenship as a whole. The intense conflict that is being carried on between groups within government, through the promotion and practice of selfish aims and purposes on the part of some, has made for unbelief in Christian principles and practices in the religious world, and for oppression and suppression of rights and liberty in the political and economic world. This is a phase of materialism that gradually undermines the foundation stones upon which society is builded—the Ten Commandments and the Golden Rule.

Therefore blessed will be the country and happy its people when through education based upon right reason, a happy concord of unity with amity and good-will shall prevail among all groups and among all classes.

On us here assembled, the chosen representatives of the membership of the Glass Bottle Blowers' Association, an organization functioning within the boundaries of two governments, much responsibility is placed for the making of progress toward the end above set forth. While the assemblage gathered here is not a mighty force, strong enough to sway governments or to leave an immediate impress upon the governments and people of our respective countries, yet the free expression of thought and final action upon matters and problems that must be dealt with, will make for weal or woe in our own organization in the great group with which we are allied through affiliation with the American Federation of Labor, and incidentally in our respective governments. Especially in this connection are we called upon, both from duty and as a matter of right, to safeguard as far as possible the interests and welfare of those who repose their trust and confidence in chosen representatives, to whom they have consigned aims, hopes and aspirations that reach down into their hearts and into their homes. Hence it is those, our members at home, to whom is due the best thought and consideration of which we are individually and collectively capable.

With these few expressed thoughts I pass on to an accounting of the trust you have reposed in me during the past year.

Blown Ware and Machine Conference.

In the Blown Ware and Machine Conference which convened July 30th and ended August 3rd, three bottles were agreed upon, one was lost, and one referred back to firm and branch for settlement. Atomizers which have been a bone of contention for so many years were referred to a joint committee composed of manufacturers and workmen who were to meet at a later period for the purpose of trying to bring about an amicable adjustment over the long standing contention regarding this class of ware. Ware selected for cutting on one full flat side to pay 25 per cent. above the list price. This did not apply to bottoms of bottles. Five per cent. increase on toilets and colognes in both pot and tank. Balance of the lists remained the same as last season. One apprentice to every ten journeymen. All other rules remained as they were.

Semi-Automatic Machine Department.

Section 18 amended to read: Where three or more bottles are made which vary in weight two ounces or over they shall pay 10 per cent. above the list price of the highest priced bottle.

It was agreed that bottles with one shallow panel would not be governed by the foot-notes under the machine brackets on panels.

Employers in both departments also accepted and agreed to the action and interpretation of the summer stop as it applies to both blown ware and machine department as of the previous season.

Stopper Grinding Department.

It was finally agreed, after adjusting a price for some stoppered ware that was in contention, to appoint a committee later on composed of manufacturers and workmen to take up and adjust the proposition of the workmen for 15 per cent above the list for cut ware if it became necessary and that the rules and wages of last season governing this department would remain the same.

It is well to inform members at this time that owing to the dissolution of the Manufacturers' Association, no meeting between representatives of the manufacturers and workers was possible to take up the matter of trying to adjust the contention regarding atomizers and the 15 per cent. above the list request of the stopper grinders for cut ware.

Flow and Feed Conference.

In the flow and feed method of production the same wages and rules were agreed upon that were in force last season. The wage of sixty cents per hour, however, is a minimum wage and does not debar members and branches working and functioning under these methods of producing from appealing to or making agreement with the management or firm which employs them, for a higher wage than that established as the minimum. This does not imply or signify that the contract can be violated through strike or cessation of work in a body if employers refuse to pay more than the stipulated minimum wage. The minimum wage of sixty cents per hour means that any man who is put to operating a machine, whether or not he has had previous experience or whether he has been or is a member of the Association, must receive sixty cents per hour. Your officers feel that a foundation was laid at this conference for the future upbuilding of this part of the industry as it affects our members in wages and working conditions.

Your officers and conferees gave the best of which they are capable to obtain the results from the conferences as herein set forth, which we trust will meet with your approval.

Conference With American Bottle Company Operating Owens Automatic Machines.

The conference was called to order at the La Salle Hotel, Chicago, Illinois, August 16, 1923, by Mr. T. W. Rowe. On motion Mr. Rowe was selected Chairman and James Maloney, Secretary.

The following named gentlemen represented The American Bottle Company:

T. W. Rowe, general factories manager, Toledo, Ohio.
J. A. Tassick, superintendent, Streator, Ill.
Fred Slaughter, superintendent, Newark, Ohio.

The Glass Bottle Blowers' Association was represented by the following:

John A. Voll, president, Philadelphia, Pa.
James Maloney, vice-president, Philadelphia, Pa.
Harry Halton, treasurer, Alton, Ill.
Fred Schimmel, Newark, Ohio.
Earl Weiss, Newark, Ohio.
Ellis Tibbles, Streator, Ill.

After a number of propositions had been submitted by both sides, which were discussed and rejected, the following increase of wages was finally agreed upon for machine operators and mold changers:

6 Arm Machines from 51¼ cents per hour to 56¼ cents per hour
10 Arm Machines from 52 cents per hour to 58 cents per hour
15 Arm Machines from 54 cents per hour to 60 cents per hour
New men or learners from 40 cents to 45 cents per hour.

The rules and regulations of the previous season were agreed to. In addition, our members receive preference in employment when production must be curtailed owing to lack of demand.

The conferees gave most valuable assistance to your officers in bringing about and securing the results herein set forth.

Minor matters of much importance to the workmen were thrashed out and amicable understanding reached for methods of adjustment if contentions arising could not be corrected through the co-operation of management and men.

Packer Conferences.

At a few places where packers are organized and working under the jurisdiction of the Association agreements were reached between firms and committees of the branch, which was usually composed of blowers, machine men and packers. In Baltimore where the packers are thoroughly organized, the firms have refused to bargain collectively with them. They recognize, however, that the Association is back of the packers and thus are careful not to reduce wages or impose unfair or unjust conditions.

Factory Help At Millville.

This Branch through lack of interest finally let itself lapse, though some of the loyal members are retaining their membership in the death beneficiary department by transferring their membership to Branch 7. Much credit is due the officers and a few loyal members of this Branch and to Executive Officer Eames for trying to keep it alive. The spirit which they have displayed is highly commendable and gives assurance for future hope as new developments and changes take place.

Automatic Machinery.

During the year jurisdiction was secured over automatic methods of production at Millville, N. J.; Royersford, Pa.; Richmond, Va.; Olean, N. Y.; Terre Haute, Ind.; East St. Louis, Ill.; Loogootee, Ind.; Tarentum, Pa.; Knox, Pa.; Parkers Landing, Pa.; Los Angeles, Calif.; Indianapolis, Ind. and Sapulpa, Okla., thus extending the jurisdicion of the Association to forty-two plants operating in whole or in part under the new methods of production. Twenty-five plants have so far refused to enter into agreement with the Association, as follows: Alton, Ill.; Gas City, Ind.; Bridgeton, N. J. (which comprise the Illinois Glass Company group), Streator, Ill.; Dunkirk, N. Y.; Elmira, N. Y.; Mount Vernon, Ohio (comprising part of the Thatcher-Baldwin group). Washington, Pa.; Clarksburg, W. Va.; Zanesville, Ohio (the Hazel-Atlas group), Toledo, Ohio; Fairmont, W. Va.; Charleston, W. Va.; Glassboro, N. J.; Cincinnati, Ohio and Huntington, W. Va. (comprising the Owens Bottle Co. group), the Pacific Coast Glass Company and the Illinois-Pacific Glass Company, San Francisco; Turner Brothers, Terre Haute; Hart Glass Company, Dunkirk, Ind.; Peerless Glass Company, Ravenswood, L. I., N. Y.; the Lamb Glass Company, Mount Vernon, Ohio; Ball Brothers, Muncie, Indiana, and Winslow Glass Company, Columbus, Ohio.

This does not mean that all these latter firms are hostile to or fighting the Association. This fact is quite the contrary with most of the companies and plants mentioned, and in the writer's opinion, is due to the manner in which the Association has met and handled the introduction of automatic machinery. In the beginning there was much hostility toward the Association, not only by the big companies, but also by small firms and companies, many of whom had bargained collectively for years. As an illustration of the present attitude and feeling toward the Association of most of those named as not having recognized jurisdiction in the full practice of collective bargaining as yet, are the Owens Bottle Company, five of whose plants are in agreement with us through the American Bottle Company; the Thatcher-Baldwin, two of whose plants employ our members, and the Hazel-Atlas Glass Company at Zanesville who employ our members without any discrimination whatsoever, pay the scale agreed upon and conform to the hours of work.

Regarding the non-jurisdiction over the plants at San Francisco, there is a story that does not reflect anything to the credit of the Association, but the Association is not responsible. However, there is hope of again bringing these two plants under its banner. Terre Haute and Dunkirk, Ind.; Ravenswood, L. I. and Columbus, Ohio broke away from the jurisdiction of the Association when the conference adjourned in 1921 without coming to an agreement and have since refused recognition.

Thus it will be seen that by square dealing, sound methods, progressive and constructive action, the organization is gradually winning its way to its rightful place in the industry under the new method of production. This is not being brought about through sentiment, sympathy, altruism or the conclusion that it is a right of the workmen; it is being brought about through the gradual realization and recognition that it is a good business proposition from the standpoint of sound economy and because it is slowly dawning upon employers that two of the essentials to make business successful are co-operation and stabilization, and without harmony and good-will from the employes these cannot be obtained.

At the annual meeting of the stockholders of the Owens Bottle Company held at Toledo, Ohio, April 9, 1924 the Chairman, Mr. E. D. Libby in his report stated that the production capacity had been increased on some of the A. R. machines through a special double mold equipment. The A. R. is a ten-arm machine adapted to the manufacture of medium and large size bottles. In addition, two C. A. machines were installed at the Charleston, W. Va. plant. These machines are a new type designed to operate with multiple molds for quantity production on long runs.

The following figures will show the list and type of Owens automatic machines installed in this country:

NUMBER INSTALLED	DESCRIPTION
40	AE— 6 arm machines
41	AN—10 arm machines

NUMBER INSTALLED	DESCRIPTION
59	AR—10 arm machines
14	AQ—15 arm machines
6	AV—15 arm machines
2	CA—10 arm machines
3	AL—Gallon machines
1	AT—Carboy machines

The new CA machine in operation at Charleston, W. Va., produces on plural molds six bottles at a time, four at a time or two at a time, according to the size.

The report also said it was the company's policy to pursue its inventive and development work energetically in all branches of bottle manufacture and that the significant results obtained during the past year led them to believe that the maximum in quantity production had not been reached as yet. Relative to this phase of the report, it is our belief and opinion that maximum production has been reached though there is a wide field and need for improvement in quality in automatic machine production. Our observation is that quality in automatic production has been sacrificed for quantity and that the time is not far distant when quality product is going to command a large market.

Developments and compromise during the year brought about understanding and agreement between the Owens Bottle Company and the Hartford-Empire Machine Company whereby the dispute between these two companies over rival patents, or plug or gob feeder and glass forming machines has been amicably settled on a basis as given out mutually agreeable to both parties, and is as follows:

AGREEMENT—Illinois Glass Company and Hartford-Empire Company.

"In the settlement each company grants to the other a license under its patents in the plug or gob feeder and forming machine field, Hartford-Empire Company being given the exclusive right to grant sub-licenses under the Owens Company patents. Hartford-Empire Company acknowledges the validity of the Lott patents, containing broad claims and having from fourteen to sixteen years yet to run. This settlement does not in any way involve the Owens suction type machine, the rights to which remain exclusively in The Owens Bottle Company. The litigation between the parties, now pending in the United States District Court at

Pittsburgh will be disposed of shortly. Each of these companies owning important patents will now be free to develop its feeders and forming machines without fear of the expense and uncertainty of continued patent litigation. The industry will have the benefit of the latest and most improved productive machinery without the annoyance and danger of conflicting and uncertain claims of infringement, and the unauthorized use of patent rights by machine builders and bottle manufacturers will be stopped. It is also announced that at practically the same time and in view of the foregoing settlement the Illinois Glass Company has entered into a new general agreement with the Hartford-Empire Company providing not only for the extension of its present licenses of Hartford-Empire machines, but also for certain valuable and important non-exclusive rights to use machines developed in the future by the Hartford-Empire Company."

This means that those two large companies have put their arms around one another in the interest of mutual protection and help. What effect, if any, it will have on the many others who are using the plug or gob feeder is as yet a matter of conjecture. In connection with this, in our report a year ago we said:

"New matter that came to our notice relative to automatic production since we last met was the suit of the Hartford-Fairmount Company against the Schram Glass Company for infringement of patent on what is called the gob process for dropping glass into a mold. The suit was decided in favor of the Schram Glass Company and is far-reaching in effect. In fact, it is very doubtful if any of the flow and feed methods in use today can be successfully enjoined. This of course gives life to the small producer and makes complete monopoly a little more difficult. Since this decision we seriously doubt if the Owens Company will press its suits for infringement which it brought against a number of manufacturers, and are now pending."

The writer is still of that opinion regardless of what has transpired between the two companies as herein set forth. If however, our opinion should prove erroneous later on, it would behoove the two companies jointly controlling the patent rights to be careful lest undue pressure bring about the ruination of their own business even though they control the patents over those methods of production. In this connection it is well to bear in mind that no matter how simple the machine or device in producing, behind it and with it must be the guiding mind and hand of the human being, without which all so-called automatic methods of production would become mere scrap. Then again, it is well to remember that there are other methods of production in the glass bottle industry which, if utilized to their fullest, as is the automatic machine method, would be a factor in the industry especially in the selling price of the product, that would compel recognition.

What is imperative at this time in the industry is understanding and co-operation, especially between ownership, management and labor. Automatic machinery if humanely introduced and operated would bring no fears or misgivings to the wage earner because only through machinery, guided by the intelligence of wage earners, is hard and arduous toil being lifted from the backs of the human family and gradually transferred to the machine. It is the selfishness of man and our present unrestrained system of profit that bring hardship and thus bitterness of mind to workers when machinery is introduced to do the work they formerly did. Mr. Julius Barnes, President of the United States Chamber of Commerce recognized the injustice in the introduction of automatic machinery as practiced at the present time, in an address recently wherein he advocated what he termed a "Cushioning Period" for workers thus displaced; in other words, workmen to be taken care of by the employer in some manner until they can adjust themselves to the new order of things. This is the humane way but it will only come into practice through pressure from the organized workers and it is only through organized effort and understanding between the different groups in production that the operation of automatic machinery will not develop semi-slave work. Hence, the absolute necessity for alertness to common interests in the new methods of production and for education, with organization and whole-hearted co-operation, to the end that the worker shall continue upward in his standards of living and reap at least a reasonable share of the great increase in wealth which is being produced by automatic and semi-automatic machinery.

Relations With The American Flint Glass Workers' Union.

Our relations with the American Flint Glass Workers' Union are harmonious and cordial. Our aim at all times is to co-operate in every legitimate manner for the advancement of the cause and interest of the American Flints. I am happy to inform that this attitude and position is fully reciprocated by the officers and members of that Union. This state of amity and good-will is beneficial to both organizations and helpful to the cause of the general labor movement. Our efforts shall always be to continue this relationship.

SUMMARY.

The questionnaire sent to branches requesting information was responded to by all branches. These reports, tabulated and summed up in the aggregate are as follows:

Stocks

Blown Ware	6 branches report heavy stock.
	5 branches report light stock.
	13 branches report normal stock.
Machine Ware	17 branches report heavy stock.
	9 branches report light stock.
	27 branches report normal stock.

Compared with last year three branches report heavier stocks, six lighter and twelve the same as regards blown ware. Machine ware, six branches report heavier stocks, six lighter and thirty-eight about the same.

Machinery.

There are reported forty-three wide mouth machines and forty-nine narrow mouth, divided as accurrately as we can locate them, as follows:

2 Man Narrow Mouth	16
2 Man Wide Mouth	20
1 Man Narrow Mouth	22
1 Man Wide Mouth	14
Total	72

According to figures submitted there were two hundred and twenty-seven blowers and machine gatherers displaced to make room for feeds and flows, one hundred and seventy of whom were given an opportunity to work on that method of production.

There are reported nine hundred and forty-four blowers employed and four hundred and eighty-one machine men but I am inclined to the belief that branches having feed and flow devices have reported their men as "machine operators."

The average wage of the blowers is $7.00 per day when employed, and that of the machine operator is given at $7.25 when employed.

There are reported one hundred and nine stopper grinders employed at an average wage of $5.90 per day when employed and one hundred and one packers at an average wage of $4.65 per day when employed.

According to the figures submitted there are 260 feed and flow devices divided as follows:

6 companies operate the Hartford-Fairmount.
9 companies operate the Howard.
3 companies operate the Lynch.
5 companies operate the O'Neil.
8 companies operate the Miller.
1 company operate the Federal.
1 company operate the Hazel-Atlas.
1 company operate the Root.
1 company operate the Reeves.
2 companies operate the Humphrey.
3 companies operate the Graham-Owens.
1 company operate the Rau.

The production is approximately between five and six hundred dozen in eight hours. There are reported seven hundred and forty-seven men employed.

Two hundred and one flow devices are under the jurisdiction of the Association, forty-four of the devices feed one machine each while three feed from two to four machines each.

The kind or type of machine used to operate with these feeders are as follows:

Hartford-Fairmount machines	2 companies.
Lynch machines	24 companies.
Miller machines	7 companies.
Graham-Owens machines	3 companies.
Reeves machines	1 company.
O'Neil machines	9 companies.

There are reported 188 feed and flow devices in operation and 66 idle.

Reorganization.

This work, so far as it relates to assorters, packers and other labor, has made no progress during the past year; neither has it gone backward. The organized packers at Baltimore and other places, most of whom are members of the old established branches of blowers and machine workers, are functioning under trade union principles and practices. While at Baltimore there is no signed agreement between our member packers and their employers, the mere fact that they are members of the Association and of Branch 9, has prevented the imposition of conditions that otherwise would have been imposed. The loyalty of these members and their wisdom of action which is beneficial to themselves and an added strength to the Association, are worthy of commendation and emulation.

In treating on the subject of automatic machinery the information was conveyed that fifteen new jurisdictions have been obtained during the past year, the achievement of which will be given in detail by the different officers in their accounting of their work. This means that several plants throughout the country installed new methods of production during the year. These in addition to those already employing the new methods during the previous year, though not yet in agreement with the Association at the end of last season, necessitated extraordinary activity to accomplish the purpose the Association has resolved upon, the reorganization of the glass bottle industry. That we were successful in our efforts is complimentary to the organization as a whole.

In our report a year ago on this subject we said:

> "It is likely that the membership will be somewhat further reduced in numbers before it reaches its lowest basis and may remain at its low level for a period of time. However, one thing is certain—that the perpetuation of the Glass Bottle Blowers' Association is assured. First, owing to the skilled workers who will always be retained in the industry; second, because of having readily and co-operatively adapted itself to the changes that have taken place through the introduction of machinery—what, in the face of things must naturally follow and what would or will eventually come about, even though the Glass Bottle Blowers' Association had never been heard of—the workmen in the industry will organize or be organized. This may happen at any time or come about when least expected."

This forecast is being borne out. First, in the fact that we are now assured of the perpetuation of the Glass Bottle Blowers' Association, even though both the hand blown and semi-automatic machine methods of production were entirely wiped out. The nucleus which has been formed of members operating automatic machinery now assures the future of the Association. Moreover, the universal system of collective bargaining as practiced under the old highly skilled methods of production has been made the practice of the new methods. This will eventually insure thorough understanding and a high degree of co-operation between employers and employes. Making secure its future reorganization work is not the Association's only achievement. The stabilizing of these new methods by agreement as to hours and wages, especially the establishment of the minimum wage and the elimination of Sunday work, are second only to its own life. It was through its efforts along these lines that chaos in the industry was prevented. Hence the true value of its work cannot be estimated and as yet is not fully appreciated by those whom it benefited most. The light, however, is slowly dawning upon them.

In the foregoing the statement as to how the perpetuation of the Association was assured even though the elimination of the other methods was complete, must not be construed into the thought or belief that other methods will be eliminated. The illustration is made for the purpose of pointing out that the Association could now go or be forced to the minimum or the very lowest level in membership possible and still function. Industrial history shows that highly skilled craft methods are never entirely eliminated by machinery and in a large degree this applies to unskilled work or labor. The steam shovel must have its follow-up in the form of the laborer with his pick and shovel. Moreover, the writer is of the firm belief that it is within the province of our membership to retain sufficient work under the older methods of production to insure the life of the Association, even if the membership of the new methods or production were eliminated. Parity of production in quantity as near as humanly possible and a higher quality than the machine can produce, and of which our members are capable, will bring about this result.

The membership of the Association is slightly lower than a year ago, which is also in conformity with our forecast. This decrease or loss is insignificant compared with the loss in membership in the organizations wherein the elimination of machinery is not the problem that it is with us. Therefore, the natural slump in membership owing to abnormal conditions is a factor even in our small difference in showing. This is best illustrated by the labor movement in general in our country and throughout the world.

The aggregate membership last year for thirty-five countries throughout the world was 44,136,355 and for this year with five more countries added, Chili, Egypt, Esthonia, Lithuania and Palestine, figures for the trade union membership of which countries are available for the first time, the world membership is 41,756,330.

This loss of membership in the trade unions of our country and the world is due to the extraordinary efforts made since 1919 to keep or bring the workers into subjection by governments or groups within government. In our country the attack was made in the form of the open shop movement, promoted and fostered by the banking interests and big industrial corporations aided by the Government, through the Department of Justice and the Shipping Board. In other countries the attack was made in different forms. In Italy and Spain dictatorships were set up. In England attempt was made to starve the workers into submission. In Germany nothing was left untried to break the workers' organizations and make them submit to a reduction of the standards they had won. In France the Militarists held full sway and used the workers as they saw fit, and so on in other countries.

Today there is a change throughout the world. England and Australia have labor governments. Poincare, the Militarist Premier of France, was badly defeated in the elections and President Millerand was forced to resign because he ignored the constitution in his actions while the Militarists were in power. The War Lords and Industrialists did not win the government in the German elections as was freely predicted. Mussolini, the Italian Dictator, while still wielding autocratic power is trying to explain that he did not come into power by the bayonet or through flouting the constitution of his country. The Spanish Dictator is likely at any time to find himself in the same position as that of the twelve crowned heads which were deposed during and since the war and are now living in exile from their countries. In our own country the first step toward regaining our losses due to the open shop drive was taken in the congressional elections of 1922 when the balance of power in Congress was put into the hands of the progressives. That this move served the people well is evidenced by the fact that the big financial and corporate interests are now on the defensive.

Reflecting on the conditions as here set forth it is easy to grasp why organization work has not gone forward and why there have been losses in membership. The period of reaction was apparently the test as to whether that form would predominate in government and in industry or whether liberalism would predominate. The time has arrived for the final struggle. If liberalism wins, the masses will through education and greater and stronger organizations go onward and upward. If they fail to grasp their opportunity and lose, a period of oppression and lowering of standards is inevitable. Hence it is that the work of reorganization depends largely upon the conditions which prevail in government and in industry and which after all are just what we make them.

The cause of human rights and human uplift moves slowly. It took seventy-five years to eliminate chattel slavery in our own country and it was only accomplished through the sacrifice of more than five hundred thousand lives. Every cause is subject to the ebb and flow of public sentiment. Sometimes a wave of favorable sentiment may carry a sound and worthy cause far toward its destination; seldom does it reach there, however, before reaction sets in and for a time opposition has its way. This condition was plainly evident just previous to and immediately after the ending of the war. Then the cry, "Make the World Safe for Democracy" was prevalent and its spirit was being transformed into action when like a thunder clap out of a clear sky came the attack from the opposition to this sentiment and action. Overnight almost was our country, aye the world, transferred from an atmosphere of democracy to one of autocracy.

Those who give time, thought and study to the progress of a cause readily realize that many stages must be passed through before its adoption may be expected and difficulties are to be encountered at every turn, hence difficulties do not discourage those who truly lead. Reaction only tends to make them more determined to hold their own and to press on after it passes. They never surrender, being fortified in the knowledge that a righteous cause must eventually triumph. Our advice, therefore, is to do everything possible to bring about conditions favorable to our cause and to continue the work, using every effort and legitimate means to bring it to a successful conclusion.

Standard Capacity.

The Haugen Bill bearing on this subject and greatly detrimental to the glass bottle industry, and particularly to our membership, after having been defeated in the Sixty-seventh Congress was again introduced in the Sixty-eighth. Owing to so many matters of importance that outclassed this bill, it was not reached on the calendar nor were any hearings held by the committee having it in charge. Your officers were prepared, however, in conjunction with other forces to use their best efforts to defeat any legislation that might cause injury to the industry and to our members.

The effort that is continually being put forth in Congress to tamper with capacities impresses upon our minds the necessity of our being alert and watchful of our interests and those of the industry.

Visits to Los Angeles, Long Beach and San Francisco, California.

Through the writer carrying out his duties as one of your representatives to the American Federation of Labor Convention, held at Portland, Oregon, last October, advantage was taken of the opportunity to visit Los Angeles and San Francisco branches, the glass plants in those cities and the firms operating them. To enter into a detailed description of our travels or recite the courtesy and general hospitality shown us would be superfluous. Suffice it to say, that California and the cities mentioned are so endowed by nature in resources, climate, topography and human energy as to back up any boast made by their citizens.

In Los Angeles there was a fine attendance at the meeting which I addressed. It was participated in by invitation from the Branch at Long Beach. Acting Executive Officer Hawkins at our invitation was present and also addressed the meeting. We were given a rising vote of thanks in appreciation of our visit and spoken words. The trade was in good condition in Los Angeles and Long Beach, all plants being operated. Our visit to them was for the purpose of paying our respects as there were no contentions worth speaking of to be adjusted.

There are four glass bottle plants in Los Angeles and one in Long Beach, within a short distance from Los Angeles, and easily reached by trolley. These are the Co-operative, in which quite a number of our members are financially interested, and where Mr. W. C. Blank is president and general manager; the McLaughlin Glass Company, of which Mr. William McLaughlin, long a member of the Association, is president and general manager; the Southern Glass Company, of which Mr. W. J. Latchford is president; the West Coast Glass Company, of which Mr. Arthur White is president, and the Long Beach Glass Company, of which Mr. A. H. Pepall is president.

Since my return the Southern Glass Company and the Long Beach Glass Company have installed the flow and feed method of production, our members being employed in their operation. Visiting and seeing the number of plants in operation at Los Angeles and Long Beach was an agreeable surprise. While there our members in the Co-operative Plant petitioned for a separate branch. This was later submitted to the Executive Board and granted.

My thanks and appreciation are due our members and the companies for the courtesy and consideration shown me.

In San Francisco I addressed a meeting of the branch and again was cordially and generously received, and a vote of thanks was extended for our visit and address. Quite a number of old-time members who have made good in other lines attended and pledged themselves to activity in the work of reorganization and in a renewal of contractual relations between the firms at San Francisco and Branch 22.

In company with Brother Hawkins we called upon the Pacific Coast Glass Company two or three different times but failed to see Mr. Davis owing to his absence from the city. We called on the Illinois Pacific Company with which firm we had a three-hour conference but were unable at the time to get an agreement for a renewal of contractual relations.

Both the Pacific Coast and Illinois-Pacific Companies produce almost entirely under the new method of feed and flow. Our hope and aim is to later on get an agreement with these two companies.

I met many old friends at Los Angeles and San Francisco—tried and true members of the Association who gladdened the heart in that distant part of the country and made our visit forever memorable.

Executive Officer Hawkins has done and is doing good work on the Coast and my especial thanks are due him for the time and valuable help he gave to me. I refrain from mentioning the names of friends who were so solicitous for my welfare and so generous in hospitality, for fear of omissions. I may be pardoned, however, for mentioning that I spent two most delightful evenings in San Francisco—one at the home of Executive Officer Hawkins and the other at the home of Mr. James Beegan.

With the continued increase in population that is so manifest at the present time there is every reason to believe that the glass bottle industry as now developed on the coast will not only be supported but that there will be room for increase in the future.

Standing of the Organization.

Three new branches were organized the past year and three branches lapsed.

NEW BRANCHES.

No. 4—Los Angeles, Calif.
No. 80—East Stroudsburg, Pa.
No. 114—Bastrop, La.

BRANCHES LAPSED.

No. 30—Tampa, Fla.
No. 114—Bastrop, La.
No. 116—Upland, Ind.

Bastrop was organized in October of 1923 and lasted until March, 1924.

Upland went out of commission in March, 1924. The company moved to Marion. There was some talk of others operating the Upland plant but nothing came of it. The Branch surrendered its books and seal and was disbanded.

Tampa started in September 1923 but closed about January 1, 1924.

Non-Unionism.

This field, so far as it applies to our skilled department of blown ware and semi-automatic machines, has now been obliterated. The last non-union plant, located at East Stroudsburg, Pa., was unionized by Vice-President Maloney, December 15, 1923. This achievement is the culmination of years of effort on the part of the Association and particularly of the Vice-President who planted the seed at East Stroudsburg and carefully watched it to fruition. The passing of this plant from non-union to union without cost to the Association is gratifying, to say the least. With the elimination of this plant from the non-union field and the wiping out of non-union competion from sources of this character, our future effort in the field of non-unionism must be to concentrate upon unionizing those units which are producing by automatic methods and have not as yet entered into agreement with us. The field is wide and is a challenge to us as an organization. With sanity of action and practical co-operation and the exercises of sound judgment, we will gradually win our way in this field as we have done in others.

With courage to carry on, the most formidable obstacles can be overcome and anything possible can be accomplished. Hence with this spirit of mind we must set ourselves to the task confronting us.

The Courts and the Judiciary.

Without doubt the most vital and burning question confronting the masses of our country today is the present procedure and judicial decisions which work to deny justice on the one hand, and usurp power, and oppress on the other. No substantial or lasting progress for reform and advancement in the interest of the masses can be made so long as our court procedure permits obstruction of justice and so long as judges are permitted to make law through decision of conscience or precedent, or to dictate public policy by declaring laws passed by Congress unconstitutional, or by reading into laws passed by Congress words and phrases that entirely change the intent of the law. It must be remembered that so long as this condition of public affairs prevails it will not benefit greatly to elect a progressive Congress or a progressive executive unless they are pledged to a reform of the judiciary and court procedure, and will stand adamant against usurpation of their rights and prerogatives.

What does it avail the people to have laws passed in their interest only to have them set aside or twisted into meaning detrimental instead of beneficial? Moreover, except with a very few of our judges, wealth and influence either guide or control their decisions, so the stumbling block to progress and economic justice is the judiciary and our present court procedure. Force reform in our judicial branch of the government so that fair play and justice will be assured, and the weapon that wealth now uses to defeat and oppress wage earners will be removed.

That our contention as here set forth is sound and based upon truth is borne out in a document of one hundred and nine pages prepared by a committee of twenty-five judges and lawyers headed by Elihu Root, representing the Bench and Bar Association of the country. In that there are set forth some astounding facts and some damaging admissions.

It asserts:

"There is today general dissatisfaction with the administration of justice. The feeling of dissatisfaction is not confined to that radical section of the community which would overthrow existing social, economic and political institutions. If it were, we, as lawyers, could afford to ignore it.

"But the opinion that the law is unnecessarily uncertain and complex; that many of its rules do not work well in practice, and that its administration often results not in justice, but in injustice, is general among all classes and among persons of widely divergent political and social opinions."

The report advises thus:

"It is the province of the people and of legislative bodies through constitutions and statutes to express the political, economic and social policies of the Nation, of its states and of smaller communities. It is the province of lawyers to suggest, construct and criticize the instruments by which these policies are effectuated.

"The American Law Institute, which the committee seeks to promote, will, therefore, concern itself with such matters as the form in which public law should be expressed, the details of private law procedure, the administration of law and judicial organization. It should not promote or obstruct political, social or economic changes."

The report summarizes as follows:

"Our investigation shows that among the causes of the law's uncertainty are lack of agreement among the members of the legal profession upon the fundamental principles of the common law, lack of precision in the use of legal terms, conflicting and badly drawn statutory provisions, attempts to distinguish between two cases where the facts present no distinction, the great volume of recorded decisions, the ignorance of judges and lawyers and the number and nature of novel legal cases."

We submit that should a labor leader or any progressive, fair-minded justice-seeking citizen have made the assertion, given the advice and made pronouncement of findings after investigation such as are contained in the report and herein set forth, the minions of reaction and suppression would have immediately branded such a person as dangerous to society and constituted law and order, a confirmed bolshevist or an I. W. W., a subject for deportation, if an alien, or a radical to be spied upon, if a citizen of our country. However, the chief value of the report is that it admits the charges labor has been making and confirms its position relative to the law and its administration by the courts—"That there is injustice and discrimination practiced."

The report would also lead one into the belief that some thought was being given to the surrender of usurped power by the courts or a discontinuation of its exercise wherein it says: "It is the province of the people and of legislative bodies through constitutions and statutes to express the political, economic and social policies of the nation, of its states and of smaller communities." "It is the province of lawyers to suggest, construct and criticize the instruments by which these policies are effectuated." The word "construct" however covers a wide scope, so wide that judges can make it mean anything, even to the making and unmaking of law. In fact, they have so constructed the Clayton Act as to render it practically null and void, so far as it applies to the protection of the wage earners of our country. Not only that but in eight or nine decisions in the past few years the judiciary of the country have enacted "conscience law," or judge-made law that is far more effective and binding than statutory enactment and which has ham-strung labor in its legitimate efforts to protect itself against greed and oppression. In addition, these decisions have greatly enhanced the power of the judicial oligarchy as represented by the federal judiciary, a body that has been constantly building in autocratic power and authority since Chief Justice John Marshall in 1804, backed by a majority of the Supreme Court, asserted the right of the court to declare law enacted by Congress unconstitutional.

The report further states that there should be a re-statement of laws free from enactment into code, which, of course, will leave judges free to exercise their own conscience, as they do now in the granting of injunctions in labor disputes. But why further analyze or comment? The Bench and the Bar will not reform from within. Too long have the people waited for this to be done. The time is now past. The time has come for Congress, the representative body elected by the people and not the judicial branch of our government which is appointed for life by the executive, to simplify the law and make it more expressive of the will of the people through statutory enactment and opportunity for constitutional amendment.

Our assertion that the Bench and the Bar will not reform from within or give up any of the usurped power of government now exercised by this body, is not flippant or idle talk; neither is it made without forethought and due consideration of what caustic criticism of the judicial branch of our government means to its stability and future progress. It is our firm conviction that unless a check and balance is placed upon the judicial branch, at least similar to that which is placed upon the legislative and executive branches of the government, there will be grave danger of this incomparable Republic of the United States being split into warring groups that will become so bitter as to menace its existence. Already this condition is in evidence and is due particularly in our belief to discrimination in the law and its administration by the courts.

The agitation for reform of our judicial branch of government is not new. Neither is the promise of the Bench and the Bar to reform from within new. The latter is the method used for throwing the people off their guard and thus turning them from their determination as expressed through their franchise. The writer remembers distinctly and vividly of listening to an address delivered by the late Theodore Roosevelt to the delegates of the Constitutional Convention, then sitting in Ohio, in which he advocated the recall of judicial decisions. It will also be remembered that the Republican Party split in 1912 on the issue for progressivism and reactionism and that Mr. Roosevelt received the great majority of the votes of his party, thus showing their approval of his stand and declaration.

Since that time the people's attention has been centered largely upon the world war and its aftermath, thus taking their minds from the danger within government. In the meantime, instead of the judiciary heeding the warning given in 1912, it has been more strongly fortifying its position until today, as the report of the committee says: "There is general dissatisfaction with the administration of justice, and this feeling is not confined to the radical section of the community but is general among all classes and among persons of widely divergent political and social views.'

With this admission of the Bench and Bar and the information vouchsafed that there is great disagreement upon the fundamental principles of the common law among the lawyers of the country, and the further admission of the ignorance among lawyers and judges upon whom the people depend to propound and administer the law, it is evident that the duty of the people of this country is plain. That duty is to shear the judicial branch of government of its usurped autocratic power, reform court procedure and simplify the law by action of Congress and thus remove the general dissatisfaction that is now so prevalent throughout the country and restore this government to what its founders intended it to be, as put into expression by the immortal Lincoln—

> "A government of the people, for the people, by the people."

Preliminary Wage Conference.

The Preliminary Wage Conference was held at Atlantic City, April 28th and 29th, between your representatives and a group of manufacturers employing hand blown and semi-automatic methods of production. These men represented their own individual plants and paid their own expenses. They presented no paper and made no demands owing to what they termed the uncertainty of their position and standing with the government. We presumed, however, that since practically this same group of manufacturers had formerly met your representatives as representatives of the National Bottle Manufacturers' Association, all those who in previous years accepted and conformed to the agreements entered into by the two groups would continue to do so even though they were no longer bound together through an assocation. I am pleased to inform that our presumption has been fulfilled.

A very comprehensive report of the proceedings is contained in the Preliminary Conference Minutes, especially of the most important matters that came before the conference, and since much or practically all must be passed upon by the convention, further discussion is left to the delegates.

Internal Affairs.

The convention of 1914, held in Rochester, N. Y., passed the following law:

> Sec. 12. Any member who has arrived at the age of sixty years and has taken out a withdrawal or exemption card, will not be expected to pay death assessments during the remainder of his life, and upon his death the Association will pay his death benefits to the heirs; but all assessments that have accumulated between the time of the withdrawal of his card and his death shall be deducted from the death benefits.
>
> Any member taking advantage of the above shall deposit his exemption or withdrawal card with the financial secretary of the branch which issued it, and which card shall be cancelled.
>
> The financial secretary of each branch shall keep a correct account of the accumulated assessment of each member referred to in this section.

In drafting the above the Committee on Law overlooked a very essential feature in connection with the last paragraph and I now recommend it for your favorable consideration, as follows:

After the last word in the third paragraph insert the following:

> "He must also send to the National Secretary the name of the member and the number of the last death assessment paid by him."

The Secretary informs me he has tried on more than one occasion since the passage of the law, to secure the names of exempted members and the number of the last death assessment paid by them, but has been unable to get this information, some branches not as yet having sent it in.

In further connection with this subject I must inform you that there are not sufficient members paying the death benefit premium of ten cents per death to meet the obligation of five hundred dollars on the death of a member. Consequently it became necessary to draw on the surplus of last year to meet all the obligations so that at the present time the surplus in the death benefit fund is $3,872.18 less than a year ago.

This is a condition that calls for your earnest and serious consideration. Your officers have considered the matter very carefully and find there are two ways of remedying it. One is to raise the assessment from ten to fifteen cents upon the death of a member; the other is to transfer the death beneficiary insurance to an old line insurance company.

We arranged for representatives of an old line insurance company to appear before the Board at its midwinter meeting and the matter of transfer was discussed at length. The conclusion reached by the Board was that it would be cheaper and more satisfactory to raise the assessment.

It will be remembered that when the death beneficiary department was first launched, the levy for each death was twenty-five cents; later this was reduced to fifteen cents and still later on to ten cents, hence an increase at this time is only a return to a previous levy and is made necessary through loss of membership due to the introduction of automatic machinery and the enactment of drastic sumptuary laws.

The Volstead Act.

The glass bottle industry, and especially the Glass Bottle Blowers' Association, has been hard hit by the enactment of the Volstead Act. To give an idea of the damage inflicted, it is only necessary to call attention to the report published by the United States Tariff Commission relative to glass bottles and containers. It sets forth that in 1918 there were produced in this country 4,573,610 gross of beer and mineral water bottles and 2,689,022 gross of liquor bottles and flasks, the total amounting to 7,262,632 gross. Approximating the number of mineral water bottles at 1,500,000 gross would leave 5,762,632 gross of beer and liquor bottles. Estimating their sale price at $4.00 per gross F. O. B. factory, we would have this part of the product of the industry bringing an income to it of $23,050,528, which has been practically wiped out so far as our country is concerned. This calamity is one of the principal factors in reducing the employed membership of the Association.

Many of our members have drifted into other lines though the organization still has many members who are not employed at the trade, which means there is idleness by reason of unemployment. There are some beer and liquor bottles being made in this country, however, for export trade. It is presumed, and the presumption is based upon good circumstantial evidence, that most of this exported ware is returned to this country filled with liquor—smuggled in.

The report of the Department of Commerce on the exports of glass bottles and containers, for the month of February, 1924, to forty-six different countries, gives the value as of $210,000. The report is significant in that $162,123 of this value went to four countries—England, to which was exported bottles and containers to the sum of $11,725; Canada, $82,058; Mexico, $15,171, and Cuba, $53,160.

What will be the value received when they are returned filled can best be answered by those engaged in the bootlegging business. Quite a number of glass bottle plants that did not manufacture beer and liquor bottles have been put out of business entirely. This came about through the larger well financed plants reaching out to manufacture other lines of ware after their market for beer and liquor bottles had been destroyed.

However, with all this the Glass Bottle Blowers' Organization up until this time made no concentrated effort toward a modification of the Volstead Act, and not until July, 1922, did it go on record for a modification of the Act. Yet it is plain that the economic punishment our members were and are compelled to endure, is, to say the least, drastic.

Conscious of the damage done to the glass bottle industry and the workmen's organization therein, and recognizing and realizing the damage caused other industries and organizations by the law, there is brought forcibly to our minds the doctrine laid down by a great theologian in which he says: "If a law be not based upon right reason, it is an unjust law."

Though the glass bottle industry was and is now severely blighted by the enactment of the law and our members have suffered therefrom, we took the position that the only way to determine whether a law is based upon right reason or not is to give it a trial. The Volstead Act has, in our opinion, had a thorough trial and we are convinced that it is not based upon right reason, at least, so far as it prohibits the manufacture and sale of beer and light wines.

To the figures before set forth could be added thousands upon thousands of gross of patent medicine bottles where alcoholic content was from twenty-five to fifty per cent. The Association, however, is not asking for or requesting a return of hard liquors nor an indiscriminate sale of beer and light wines. It is seeking the right, if the family so wishes, to have it delivered to the home just as milk and other commodities are delivered. Thought and reflection upon what is contained in this subject matter will bring a vivid realization of what the Association and the industry have passed through during the last five years.

Trade Journal.

The cost of issue of the Bottle Maker for thirteen months beginning May, 1923, and ending with May, 1924, for printing, mailing, postage, International News Service and everything in connection with its issuance was $6,267.16, an average per month of $482.09 as compared with an average cost of last season of $485.26.

The Bottle Maker is serving the cause and the end for which it was brought into being. Were it not for the untrammeled labor press of the country today capitalism through its owned and controlled press would run riot with greed and oppression. We are endeavoring through the Bottle Maker to give our best for the cause of justice and human freedom.

Finances.

The financial standing of the Association, as you will note by Secretary Jenkins' report will, I feel, be pleasing to all. The gain that has been made as shown in the quarterly report was accomplished in spite of the unfavorable trade conditions that developed almost immediately after the beginning of the New Year, 1924, and was the principal factor in reducing the general income as compared with last year in the sum of $5,634.14. You further noted, however, that the quarterly report of the Secretary ending for this fiscal year, showed a balance in the treasury General Funds of $81,324.88, while the balance for the fiscal year ending May 31, 1923, showed $79,389.70—a gain of $1,935.18.

The total assets of the Association May 31, 1923, showed $214,377.96, while the total assets for the fiscal year ending May 31, 1924, show $217,182.75, making a gain of $2,804.79, and this, notwithstanding the fact that there is $3,872.18 less in the Death Beneficiary Fund for the fiscal year ending May 31, 1924, than for the corresponding period of 1923, and $1,389.07 less in the Delegates' Expense Fund for the corresponding period of 1923 and yet a gain of $2,804.79 has been made in the total assets of the Association. Had the funds in the death beneficiary department and the delegates' expense fund totaled the same amount as last year, the treasury would have shown at this time total assets of $222,444.00.

The gain made even in the face of loss of general income was by reducing the general expense of the Association for the fiscal year, $10,102.53. Provision has also been made for further reduction during the coming year of $960 through giving up one of the Association's office rooms and securing a reduction in the rent of those we are now occupying.

Good and Welfare.

We advised a year ago under this heading, that in addition to our efforts to shorten the hours in the glass bottle industry, and especially guarantee one day's rest in seven, that the International Labor Bureau created by the treaty of Versailles had taken the matter up for discussion and possible action. Progress has been made since to the extent that twenty-eight governments have replied to the questionnaire sent out by the Bureau that they favored a draft convention to discuss and decide upon, if possible, what the weekly rest period shall be in the glass industry and in what manner it shall be taken. This convention was held in June at Geneva, Switzerland. Its proceedings consisted principally of a discussion of the proposition, as no definite action could be taken until a second draft convention is held which will likely be within the next year.

Most of the governments in their replies favored the proposition to stop production twenty-four hours, especially glass bottle production. Many of the countries either through agreement between employers and employes or by law have stopped production twenty-four hours, specifying Sunday as the rest period. A few have made provision for a rest period of twenty-four hours without stopping production. This method is known as individual or group rest. The object of the Labor Bureau is to establish the collective rest or stoppage for a period of twenty-four hours in all countries, which is highly commendable and I am sure deserves our most hearty support and co-operation. The United States is not a member of this International Labor Bureau, although it was formed largely on the recommendation of former President Wilson, and President Gompers of the American Federation of Labor. It has done remarkably good work. Labor and employers could become members of the Bureau, if they should so decide, without government action.

Fear of competition, shortage of raw materials and especially insufficient fuel and an increase in overhead costs are given as reasons why some countries have not stopped production entirely for twenty-four hours.

In this movement, world-wide in scope, can be seen the dawning of better days for wage earners everywhere and in all industry. There is a gradual arousing of conscience going on throughout the world that the laborer is worthy of his hire, which justly interpreted, means his right to ownership in the wealth which he individually produces without the help or aid of others, or an equitable share of what he produces in conjunction with others.

The Association's activity in the general labor movement of our country and in our political and economic life, in relation to government, and our own industry in matters of welfare, has been carried on unabated. In fact, activity during the past season increased owing to some efforts to break down our own Sunday rest period, and the assistance given and co-operation entered into with other organizations, the results of which were and are mutually beneficial.

In further connection with this subject of good and welfare I draw your attention to the constitutional amendment recommended by Branch 76, Glenshaw, Pa. With the introduction of automatic machinery quite a number of branches have been considerably reduced in membership and in the reduction of expense thus made necessary by these branches, the tendency is to eliminate representation at the annual convention, concluding that the business of the Association can and will be transacted regardless of non-representation of one, two or a dozen branches. This attitude and frame of mind leads to indifference which if permitted to grow would in time reach the danger line of the Association's welfare. We cannot close our eyes to the fact, however, that the change in the method of production has also brought change in our members who operate these methods. The extraordinary skill and intensiveness of action is no longer dominant nor is there the cause for contention, nor grievances and problems to solve as under the old methods. This change in conditions coupled with the establishment of the minimum wage and the hourly rate instead of the piece rate in payment for labor performed, are factors that make for change in the mind, attitude and action of workmen. Neither is this change confined entirely to the new methods of production. Each year apparently for the past four years, contentions in the old methods of production have grown less in number for the convention to act upon, due to the elimination of plants in the one instance, and more general agreements or settlements at the different plants between the factory committees and management or the branch and firm in the other instance. Therefore, under these changes which are gradually taking place as above set forth, and in conformity with the policy of economy that is being practiced without in any manner impairing the efficiency of the Association in its functions, I commend for your consideration the holding of our convention biennially instead of annually.

Independent Political Action.

Independent political action to the people of our country and especially to wage earners, has seemed up to the present time to have little significance other than that its advantage, force and power have only been resorted to spasmodically and in such instances used merely as a temporary protest against existing conditions rather than a mandate for correction and a peremptory notice for progressive change commensurate with the advancement of the masses in education and in proportion to the national yearly income of wealth.

The right of free and independent franchise which took the masses thousands of years to work up to and which has not as yet been secured to them in many countries, is not appreciated at its true worth and value as the institution for emancipation and progress for all the people, and not only the chosen few who held sway over government and over men's lives previous to its institution and practice. The writer ventures the assertion that if every person of voting age in our country would read of the sacrifices, the hardships and the struggles of the masses through slave government, through feudalist government and the development of the factory system under present capitalist governments, not one would fail to exercise his or her franchise; nor would they use it in any other than an independent way for they would readily realize that it is through that method of exercising their franchise that our institutions of liberty can be protected and perpetuated; and that without the francise the people are practically powerless unless through revolution by force which as a rule proves disastrous rather than helpful.

Those who do not take a sufficient interest in the political life of our government to cast their votes, or in casting them to familiarize themselves with the principles and practices that affect their own and their neighbors' standard of life and living, do not realize that the humanitarian statesmen who signed their names to the Declaration of Independence committed their necks to the hangman's noose as well, in the event that King George should be victorious over the colonies in the war that followed the signing of that famous document.

Neither do they know that this is the only country in the world wherein the people have the direct primary through which they can make their own selections for office and say who is their choice to support or not to support after selections have been made. If only wage earners could be brought to a realization of the power and the good they hold through the franchise, how different would be the administration of government and how different the relationship in industry from what it is at present, or as Thomas Carlyle once said: "Not on Ilion's or Latium's plains; on far other plains and places henceforth can noble deeds be done. Not on Ilion's plains; how much less in Mayfair's drawing rooms. Not in victory over poor brother French or Phrygians; but in victory over Frost-jotuns Marsh—giants, over demons of Discord, Idleness, Injustice, Unreason and Chaos—come—again.'

These, fellow workmen, are the victories possible to be brought about through the independent use of the franchise, and until they are brought about there will be no equality of rights within government and consequently no peace or contentment among the vast majority of its citizens.

We have arrived at a time in the progress of civilization when the masses are no longer reaching out for the possessions of those who have for the amelioration of their conditions. But they are, through education, self-discipline and training, demanding the same rights and privileges under the law for all citizens regardless of whether one citizen possesses not a penny and another possesses ten millions of dollars or a billion, for it has been declared, that "Mankind is not composed of some men, but of all men."

The masses have not easily reached the position they hold today in which it is within their province to either make the world go forward or backward. It has been brought about by slowly groping their way through misery and strife and the unconquerable spirit which characterized their determination to rise from the depths of woe and degradation.

We, the citizens of this country, are about to enter into a political campaign and then an election. The Glass Bottle Blowers' Association of the United States and Canada, of which we are members, the great labor movement of our country and Canada, the American Federation of Labor, of which we are a component part, have declared for independent political action to the end that men and women may be made politically and industrially free and that ALL CITIZENS SHALL BE PLACED UPON AN EQUALITY BEFORE THE LAW. I ask: Shall we be true to the principles which we espouse? True to that heritage whose unconquerable spirit made these times and conditions possible? True to free government and the men who dared to found it? Or shall we through indifference assume the role of party slaves and thus through reaction, sanction on election day the conditions that we cry out against during three hundred and sixt-four days in the year?

The Republican Party in convention at Cleveland, endorsed reactionary principles in its platform and embraced reactionary policies by nominating men committed to those policies. The Democratic Party in convention at New York while leaning toward progressivism in its platform was not specific in its declarations, nor did it embody the recommendations which labor suggested. The result was that progressives of both parties met in Cleveland, Ohio, in convention and endorsed for President of the United States, as an Independent Republican, upon a platform of his own choosing and which conforms to labors' views and wishes, that great Jefferson Democrat and Lincoln Republican, Senator Robert M. La Follette of Wisconsin. This political situation and opportunity should have our earnest thought and consideration. (Applause.)

Trade Review.

What appeared at the time of the action during the past season to have all the earmarks of a greatly disturbing factor to the industry, involving the welfare of both employer and employe, was the voluntary dissolution of the National Glass Bottle Manufacturers' Association after representation had been made by the Department of Justice questioning its legality of business methods. The decision to voluntarily dissolve was decided upon, not because there was any consciousness of guilt on the part of the membership of the Association, but on account of the unfavorable publicity that would naturally be given the industry and to avoid years of costly litigation and the notoriety that naturally accompanies it.

While having no doubt as to the final outcome of the litigation if entered into, there would have been an uncertainty and doubt in conducting their business during the time of litigation; hence to the manufacturers, dissolution seemed the best and wisest course to pursue. From our viewpoint, however, it is regrettable they did not stand on their rights as citizens and establish the legitimacy of their business methods and thus maintain their organization which has been a great benefit to the bottle industry and to society in general. The result of the dissolution is a rather loosely functioning body of employers to meet representatives of employes in the industry in wage conference.

This condition of affairs is not as stable as it should be and bodes no good for the industry, if continued. We have faith, however, that under the new attorney general and with the unequivocal position of the Department of Commerce under Secretary Hoover favoring trade associations, and the strong pronouncements of this department relative to the economic benefit to government that will accrue through a liberal interpretation of law, thus permitting of a just and fair scope of functioning to legitimate trade associations, there will come a more intelligent understanding of the necessity of close co-operation in trade relations between employers, and thus a re-organization upon the part of the manufacturers in the glass bottle industry.

The beginning of the season, September first, showed an improvement over that of the previous year. In fact, the general income for the quarter ending November 30th showed a substantial increase over the corresponding quarter of 1922. December trade was about normal and January held up well considering the industry was then in its dull season. In February, through the pressure of the financial interests upon creditors for the purpose of checking a slight money inflation that was then perceptible, the industry and all business began to slow up and has so continued to the present time.

The industry also suffered from the weather conditions which in turn made for unemployment. In addition is the Volstead Act which continuously bears heavier upon the Association and the industry, especially as automatic machine production is increased.

There is no reason or justification for the present business condition. There was and is absolutely no danger from a slight inflation of credit in that our country holds sufficient gold reserves to back up a slight inflation, and the financial interests have it within their power to prevent it from going beyond or even up to the danger line. The fact is, a little inflation is beneficial to the masses in that it makes for a much greater consumption of commodities and consequently steadier employment at fair wages. In addition it creates a spirit of independence among wage earners. On the other hand deflation or a curtailment of credits is beneficial to the financial interests. It lowers values, forces liquidation, increases the value of money, enhances the power of those who hold it and brings about a condition that permits of wage reductions especially among the unorganized.

As a further illustration of there being no necessity for the present business slow-up, merchandise exports from the United States for May, 1924, were valued at $336,000,000 as against $316,000,000 for the corresponding month of last year. Imports for May, 1924, totaled $307,000,000 as against $372,544,578 for May of last year. Exports for the eleven months ending May, 1924, were valued at $4,005,769,828 as against $3,636,776,420 for the corresponding period of 1923 or an increase of $368,993,408 over 1923. Imports for the eleven months were $3,282,206,631 against $3,460,725,166 for the corresponding year ending May, 1923. This leaves a balance in our country's favor of exports over imports for the eleven months ending in May, 1924, of $723,563,197 as against $176,051,254 for the corresponding eleven months of last year.

Exports of glass bottles and containers for nine months ending March 29, 1924, were to the value of $2,347,257 which at the end of the fiscal year, June 30th, 1924, will show an increase over 1922 and 1923. Imports for the nine months were to the value of $104,021.

It will be seen that while no optimistic prediction can be made relative to a resumption of normal business conditions and thus steadier employment, yet it must be plainly evident that with stocks normal throughout the country in all lines of industry and no real reason for the present conditions other than the fear of a slight inflation of values, the reaction for betterment in our economic life cannot much longer be suppressed or held off in that the natural law of man's recurring needs must prevail.

Conclusion.

What is herein set forth is a true chronicle of effort, of achievement, and of considered thought expressed, formed from observation, contact, research and experience. That a measure of success has crowned our efforts in the different lines of endeavor undertaken during the year is due to the unflagging organization spirit of the membership and is a solemn reminder of what organization in industry means to the wage earner. Without it this representative body would not be here today in this city by the seaside, planning and legislating for higher standards of life and living. Nor would there have been the advancement individually and collectively in learning and in knowledge that we have seen grow and develop in our membership during the passing years. Is it not worthy also of our thought and consideration that little or no progress is made by mankind without organization and that great benefit beside material gain is obtained through it? Can we not with profit ask ourselves the question, would there be objection upon the part of the wealthy and powerful to organizations of wage earners if they did not advance the class interests of the workers?

Organization of wage earners in industry is a form of democracy which when analyzed and reflected upon, must appeal to the mind as the most effective institution yet set up under government, and especially free government by which man is making manifest progress toward the exercise and enjoyment of natural rights bestowed upon him by God Almighty, but as yet interfered with and suppressed by government and groups within government.

Organization is a natural right of man because man's very nature craves association with his fellowmen and through this craving he naturally drifts, chooses or is forced into that group of society which measures up to his standard and in which he finds solace and hope. It is through organization that we as a group occupy the standing in industry that is ours at present and receive the recognition in political life now accorded organized wage earners in society. Organization, however, does not hold within its confines a magic wand with which to dispel all the trials and tribulations that are man's inheritance through original sin though it does create and give opportunity for amelioration or correction of many of the economic and political ills that beset us as workers.

To recite the benefits that have accrued and are accruing to the individual and the masses through organization would only be a repetition of past utterances. It is worthy of note, however, that advancement was made by the Association during the past year in the face of considerable difficulty and adverse conditions.

Summing up our present condition and future outlook, we have much upon which to base hope even though changes in the industry have thinned our ranks. The outlook in our country and throughout the world for a much greater measure of practical democracy was never better nor brighter. Hence optimism is the spirit and courage; the password into better things. No soldiers with odds against them ever came out victorious on the battle field if before entering or while giving battle they permitted in their minds the thought that effort was of no use and that victory, even if won, would be barren. On the other hand many a battle has been won against tremendous odds when the soldiers engaged in it were convinced in mind of the righteousness of their cause and imbued with the knowledge that right makes might. Let us then carry on under the inspiration of the knowledge that our cause is a righteous one; that right makes might and that right will prevail.

I extend my thanks and appreciation to Vice-President Maloney, Secretary Jenkins, Treasurer Halton and the members of the Executive Board for their advice, help and co-operation in my work, and to the membership at large for the kindly consideration accorded me at all times. (Great applause.)

Respectfully submitted,

JOHN A. VOLL, *President.*
Glass Bottle Blowers' Association of the
United States and Canada.

SECOND DAY'S SESSION.

ATLANTIC CITY, N. J., Tuesday, July 8, 1924.

Convention was called to order at 1.30 o'clock P. M., and America was sung, President Voll in the chair.

Roll call showed all officers and delegates present.

President Voll with deep sympathy mentioned the death of Calvin Coolidge, Jr., younger son of the President of the United States. On motion, Secretary Jenkins was directed to send a message of condolence to the President and Mrs. Coolidge, and sent the following:

To the President,
White House,
Washington, D. C.

The Glass Bottle Blowers' Association of the United States and Canada, an organization of workmen, in convention assembled, direct me to respectfully tender to Mrs. Coolidge and you deep sympathy in the irreparable loss of your promising younger son.

HARRY JENKINS, Secretary.

Secretary Jenkins announced that if agreeable to the delegates, Henry F. Hilfers, President of the New Jersey Federation of Labor, who has been designated by President Gompers to represent him here, would attend the convention and make an address Thursday afternoon next.

Also, that on Friday afternoon an address would be made by Eugene T. Lies, special representative of Community Service, which is maintained by the Playground and Recreation Association of America, and was endorsed by the Portland Convention of the American Federation of Labor and referred to in President Gompers' official letter "To All Organized Labor" in the January Federationist.

President Voll then called on Vice-President Maloney for his Annual Report, saying that he had done a great deal of succesful work during the past year and his recital would certainly be of interest and profit, and merit thoughtful attention.

Vice-President Maloney was listened to attentively. He did not confine himself to his written report but frequently diverged in brilliant observation, humorous comment and convincing illustration. At conclusion the report was enthusiastically accepted and referred to a committee. President Voll thereupon appointed the following:

Committee on Vice-President's Report.

James P. Donnelly, Chairman	Branch 26
Albert Mahr	Branch 57
William Loder	Branch 7
John W. Egan	Branch 6
William Heinegger	Branch 118

The Annual Report of Vice-President Maloney follows today's minutes.

President Voll, briefly commenting on the Vice-President's report, characterized it as "able, instructive and constructive." It would be well for us, he added, if we would take to heart, think over and practice the many helpful suggestions Vice-President Maloney has offered. What the world has gained in the long years of history has been through continual striving and sacrifice; what is to be gained in the future will be now more through education and compromise. Let me call your attention to the fact that the labor movement throughout the world is changing rapidly. There have not been many strikes within the past seven or eight years. Practically none has been called by us in the past twenty years. We have done everything in our power to avoid strikes. There was one at Gas City, you will remember—and as a result of that, Sunday work under the new methods of production was stopped. After all, to strike is a man's natural right in that it is his only defense, and no government has the right to annul it. We have been drifting gradually and slowly—we have hardly been able to appreciate it ourselves, in the organized labor movement and the upbuilding of industry—into this position of what we may term compromise effort or compromise progress. It is by education that employers are beginning to realize labor must be recognized. Governments too will eventually recognize the strength and patriotism of the organized labor movement. You will remember that in Germany, following the downfall of the old regime, thirteen million men and women immediately joined trade unions. They saved Germany from bolshevism. That was the opinion of Colonel House after he visited Germany.

As Vice-President Maloney said, the tendency today with the introduction of automatic machinery is to take skill out of crafts; it has been taken out of our craft to a great degree,—by the encroachment of the machine. Some members of our trade may think "What is the use of belonging to the organization, I can get this good wage without it,"—but they cannot. As an illustration, let me remind you of the fact that during the time we had our last conference with the American Bottle Company, when we were almost ready to adjourn, we asked for an extra cent on the hour,—which meant eight cents a day. That almost paid a man's assessment on the wages which he makes. There is not a place today where the Owens automatic machine operates that the wage scale is as high as under the agreement with the American Bottle Company. Sometimes men think the assessment a burden and feel they might let the organization go. They fail to realize that the benefits they receive materially are far greater than the little money they pay to the organization. Then too it is backed up by the moral force of the country. That force back of the labor organizations secured the eight-hour day in the steel industry. How long, think you, would the Declaration of Independence and our Constitution be maintained if it were not that we as citizens stand for and uphold the principles those great documents enunciate? It is even so with organized labor It is bound to progress as long as we uphold and practice its principles. We want to continue to cultivate this spirit of help, co-operation, patience, and perseverance that has constantly marked the progress of the labor movement. This is a time when it is more necessary than ever before. Are not some of you surprised at the fact that in a number of places men of our craft are today making as much or more money working on the automatic or semi-automatic method of making bottles as they did in former days in blowing? What is there to prevent a continuance of that? There is nothing to prevent it with a good organization. The day will come I firmly believe, when employers will say to us, "We want your organization; we need your help, not only to stabilize our industry, but to stabilize government."

This report which you have heard Vice-President Maloney make is full of interest and I hope all our members here will read it for themselves and pass it on to others. Remember the officers of this Association cannot do it all, and we need the helpful co-operation of all our members.

Secretary Harry Jenkins and Treasurer Harry Halton each in turn read his Annual Report. These being in print were distributed. In brief, as to the finances of the Association, they showed a total income for the past year of $73,755.56; expenditures including the purchase of Liberty Bonds to the amount of $5,027.22, $65,718.32; a balance in the treasury as of June 1, 1924, $81,324.88; total assets of the Association at that date, $217,182.75.

In the Death Beneficiary Department, amount in the treasury during the past year was $54,053.97. There was paid out on account of death of members, $46,000. When this department was first organized, in 1891, the practice was that when a claim was filed an assessment was levied and the benefits paid out varied according to the amount collected. They amounted to as much as $750 in some cases and in others to a somewhat smaller sum. Subsequently by action of conventions the benefit was fixed at $500 in every case. Averaging all benefits paid at $500 there has been paid to the families of deceased members, by the Association, through the death beneficiary department, since 1891, the enormous amount of $1,333,500. The good results of this in providing help when needed are incalculable.

Each report was received, given commendation of applause, and referred to the Auditing Committe.

The Annual Reports of the Secretary and the Treasurer follow that of the Vice-President, in today's minutes.

President Voll then called for reports of Executive Board Members. Under the action of the convention of 1923 these reports are not printed but are filed in the records of the National Office, hence are not included in the daily minutes.

The first report was made by Executive Board Member Wm. C. Connolly. It was full of interest and showed that he had done a very great deal of constructive work in the interest of the Association. It related not only to general work but indicated that he had given valuable counsel and help to many branches which he had visited at the request of President Voll. Very particularly his work in the machine department of the trade bore out his well known reputation as an expert.

The next report was made by Executive Board Member Robert G. Vansant. It, too, was full of interesting detail and showed a large amount of conscientious work. He explained some of the intricate problems in the adjustment of work and wages in the machine department and efforts that had been made to bring about settlement, most of which had worked out to satisfactory conclusions. In connection with his report, there was interesting discussion as to the division of work when three men were employed to operate two machines and the wage that obtained. His report and the discussion illustrated his thorough understanding of the subject.

On the request of Chairman Egan these delegates were added by the President to the—

Committee on Automatic Machinery
(Additional)

George H. Walters	Branch 47
Ariel Parsons	Branch 7
Edward Wilson	Branch 6

Announcement of committee meetings to be held Wednesday morning, from nine o'clock onward, were made by the respective chairmen. President Voll reminded the delegates of the official group photograph, to be taken following the close of this session. Convention then adjourned to Wednesday, July 9, 1924, at 1.30 o'clock P. M.

The formal Annual Reports of Vice-President Maloney, Secretary Jenkins and Treasurer Halton follow.

The Report of the Auditing Committee and of the Committees on the President's and the Vice-President's Annual Reports then follow in their order. These were presented in later sessions of the convention, but for convenient reference are inserted in these Final Minutes in connection with the Reports of the National Officers:

ANNUAL REPORT OF VICE PRESIDENT JAMES MALONEY

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Our members have been meeting together in convention for almost fifty years, and as we let our minds for a moment travel in retrospect back to that first convention we think also of those that followed, on up to the Fourteenth Annual Convention held in Baltimore in 1890 when the foundation of our present organization was laid by the amalgamation of the two divisions of the trade, known as the Eastern and Western, welding them together in that partnership of good-will and co-operation which should be universal, especially among the multitudes who must pass their days engaged in manual labor. We can understand that they had many problems to meet and to solve as best they could.

It is reasonable to assume that our people in those by-gone days saw many startling changes, not only in the glass bottle industry, but also in the social standards of the nation, though many of them are provisional only, yet I believe I can say without fear of contradiction that in our own time, during the life of the present generation, since the introduction of the automatic machine method of production, and more especially in the last decade, following the installation of the feed and flow method of producing bottles, our struggle for existence as an organization has been both grim and desperate.

The love of life runs strongest in those in whom the vital current runs deep and vigorous,—and so it has been with us as an Association. For the man on the foot bench, after long years of service, to see a machine installed that displaces him and takes away his means of subsistence, the times seem sadly out of joint, and something radically wrong. Through it all we have been trying to save our Union, not alone for the good it has done, but for what it must still accomplish in the face of conditions that have been not of our making. So, like the soldier on the battle field we must continue to advance. Bitter experience, the force of circumstances, and trying problems that come not only to the lives of all men, but to institutions and nations, must be met, considered and conquered. Regardless of the situation in which we find ourselves, it is always of vital importance for the workers to be active and determined to maintain their unions, thereby helping themselves in their own industry, and also helping the great labor movement that has done so much for those who do the work of the world. The working day has been reduced from fourteen to eight hours, the Saturday half holiday is almost universal in all industries, and in many the five-day week has been introduced,—all through the agitation and efforts of organized labor.

The interests of the working man or average citizen are primary, and those of capital are secondary. Men are the first need of every society, and the final test of any kind of government is the kind of man it produces. Our forefathers were more concerned about freedom, intelligence and strength than they were about wealth, while today it seems as if our political and our whole economic strivings are for money rather than for the welfare of man. Everywhere, on all sides, we seem to find suspicion, ill-will and distrust between capital and labor.

The introduction of machinery in industry has made production on a large scale possible and, in consequence, the whole business has been thrown into the hands of a few people whose sole aim seems to be to amass wealth. They deny there is anything ethical in the question of wages and endeavor to buy labor just as they buy raw material, at the lowest possible rates.

Either this or else they maintain that competition with each other compels them to ignore considerations of equity. So in the last analysis, it would seem that whatever increases profits is held to be right.

The obligation of service is universal. As we become more enlightened and humane it will readily be seen that the salvation of man is the end for which all society exists.

Final Conference.

On the 30th of last July the automatic feed and flow conference convened at Atlantic City, a committee of six representing the manufacturers. President Voll made a strong argument for a thirty-two hour rest period and stated that the automatic interests had practically eliminated Sunday work and the time was at hand when work in this department should cease at four o'clock P. M. on Saturday. However, after many arguments were made by both sides the manufacturers refused to agree to anything but a six day and night weekly schedule.

Strong representations were made by the President and your Committee for a substantial increase in the hourly wage rate. The large production and the quality of ware produced by our members was stressed and the fact that the skilled blower and machine worker had proved to the satisfaction of the majority of manufacturers using this method that they were qualified by long experience to operate it to the best advantage, being able to produce more and better ware on this machine than one who had never been employed around glass making machinery, was emphasized at length.

The manufacturers' spokesman stated that a certain percentage of manufacturers using this method of making bottles were not in favor of wage contracts with our Association and contended that as soon as we had this department thoroughly organized our people would begin to make unreasonable demands. He said furthermore that on their side they thoroughly believed in the conference system of making wage agreements and were endeavoring to bring all flow and feeder manufacturers to the conference table, and so they felt our people should go along on last year's wage scale; moreover, the vast majority of manufacturers were paying considerably more than the minimum wage of sixty cents per hour.

Your committee realized that the opposition was determined and in view of the fact that many encouraging things had happened in this department during the past year an agreement was entered into which I firmly believe will redound to the permanent welfare of the men employed therein.

On July 31st the blown ware and machine conference was called to order. The many resolutions passed on by the Chicago convention requesting changes in the rules and an increase in wages were presented to the conference and what we feel were strong arguments were made in support of our position. You are familiar with the result through reading the splendid conference minutes of Secretary Campbell. Suffice it to say the manufacturers' arguments against a wage increase were based chiefly on machine competition, a cheaper method of production and a longer working week, the full six days and nights being the rule in most of the automatic and feeder plants. However, in the face of a difficult situation we were able to secure some concessions and an increase of five per cent on toilets and colognes.

In the stopper grinding conference that followed, President Voll again made an impressive argument for the restoration of the 1920-1921 list in this department, which argument was backed by your committee. Later on in this meeting he made another strong argument for an increase in wages for the stopper grinders. The manufacturers, however, refused to agree to a wage increase in this department.

In these conferences I feel your interests were fully and ably handled by your President. I trust the results obtained will meet with your approval.

Association Affairs.

Shortly after the final conference adjourned in Atlantic City I went to Chicago to attend a conference with the American Bottle Company. President Voll, Treasurer Halton, committees from Newark, Ohio, and Streator, Illinois, and I represented the workers; Mr. T. W. Rowe, general factories manager, and his superintendents from Newark and Streator were the manufacturers' committee.

Propositions from Branch 3 and 24 were presented to Chairman Rowe for consideration by their committee.

After both sides had caucused several times and each had made different propositions which were fully discussed by those present, a substantial increase in wages was secured and some factory grievances were adjusted to the satisfaction of all concerned.

As most of the delegates know, before the passage of the Volstead Act the production at both of these large plants, as also of several others most of which have been idle for some time, was confined to the making of beer bottles. With the elimination of this business this company has been unable to operate its factories more than thirty or forty per cent during the winter months. This, of course, adds a further hardship on our members at all of those places that were formerly engaged in the production of this kind of ware.

During September I attended two meetings of Branch 95, Tarentum, Pa., and accompanied by Charles Lippert, Secretary of the branch, held two conferences with the firm,—one with the local superintendent, Mr. Gantor, and the other with the general manager, Mr. Glacken, Mr. Gantor also being present.

At this time but two hand machines were in operation making milks, with the balance of the factory using the flow and feeder process, and the firm was rapidly getting a second furnace ready on which they expected to install feeders. Executive Officer McLaughlin, I am informed, during the summer had met the firm when the first feeder had been installed and I believe at that time they had agreed to pay the operators a daily wage of six dollars. However, upon the installation of more machines at the beginning of the present season, thereby eliminating most of the hand machine method of production, the company decided to pay the wage rate as agreed upon in the conference of sixty cents per hour. We had full jurisdiction during the period that they operated but one feeder but there was now a question of recognition when feeders were being installed throughout the plant.

In the course of my interviews with the firm I explained fully the position our Association had taken toward automatic machinery ever since it first appeared in the industry,—that while it not only displaced our members and was the means of reducing our wage, nevertheless we had taken a sensible and practical view of the situation and endeavored to adapt ourselves to the new method of manufacture, and wherever our people had been given the opportunity, with very few if any exceptions, they had made good; and while some manufacturers during what they termed the experimental period of this machine felt their business could be carried on more efficiently if they were foot-loose and not working under any agreement with our Association, the majority of them had come to the conclusion that the best course for everyone to follow, as during the years they operated the hand machines or used bottle blowers, was to work under a conference agreement.

Mr. Glacken finally agreed to go along with the conference settlement if all his operators joined the union. On the following meeting night those who were not members received the obligation.

On March 8th I attended another meeting of this branch. During the winter the men there were not employed very steadily as but three machines were in operation, with the result that the work was divided among fifteen men. However, I understand the situation has brightened up considerably since that time and I trust the branch has been able to straighten out its internal affairs in a satisfactory manner.

There, as in many other places, the drop in wages from the hand machine method to that of the feeder brings discouragement, and loss of interest in the affairs of the Association naturally follows, so that the work of holding things together naturally devolves upon the shoulders of a few men.

The situation we find ourselves in, due to the inroads of automatic machinery has been not of our making. However, in order to improve our condition and secure what we feel is an adequate wage, the need for organization was never more vital than at the present time.

During September I was instructed to go to Newark, Ohio. It seems that in writing the minutes of the conference held in Chicago with the American Bottle Company, through an oversight, no mention was made of new men or learners receiving the increase agreed to and this was omitted from the Rules, so when these men received their first pay they were paid according to the old rate.

Accompanied by the committee I called upon the firm and without any agreement, but a mere statement of the facts, Mr. Rowe, general factories manager, immediately adjusted the difficulty. I may say also the committee brought to his attention the fact that two members employed there had refused to pay their dues and assessments and were mingling with the men and creating considerable feeling. Mr. Rowe asked for their names at once and in our presence instructed one of his managers who was present to look up those two men and say to them that the company had a contract with the Glass Bottle Blowers' Association to employ our members; consequently, they would be given one week's time by the company to place themselves in good standing, and if at the end of that time they had not done so they would be replaced with someone else. All of this has, no doubt, been helpful to our branch at Newark.

From Newark I went to Toledo where I found seven of our members employed. Three machines and a lid press were in operation and getting out a good production. However, some of the men there were not taking enough interest in Association affairs to keep their branch active. I talked with them and pointed out the necessity of getting in line and doing their part toward assisting in the effort the organization is putting forth to make the feeder operator's job worth while. A couple of the men there asked me to take their assessments, but this was entirely out of order and they finally agreed to get together and straighten out their branch affairs. I was informed later by Secretary Jenkins they had begun to pay assessments, but shortly afterward the plant closed down and I believe has not resumed operation.

At Port Allegany, Pa., five Howard feeders were in operation and one blow shop, all working on the three-shift basis. For some time the feeling between the firm and the men had not been very cordial, to say the least, as there had been several grievances during the previous year or two. There was also an atmosphere of discouragement due largely to the change from the hand machine to the feeder; our members there during the years of employment on the former machines had made high wages and the drop to the feeder wage had disheartened them. However, the men were given a flat increase some time previous to my visit, a bonus also being paid.

At a meeting of the branch I explained as best I could that a general improvement in wages, etc., could not be expected unless everybody put their shoulders to the wheel and did their best to hold the organization together. I believe the affairs of that branch are functioning smoothly at this time.

At Olean, N. Y., four Howard feeders and two hand machines were working on a general line of ware. The firm at that place were paying operators a flat wage of forty dollars a week and they were getting out a good production.

President Voll instructed me to proceed to Baltimore and in conjunction with Executive Officer Vansant to take up the matter of a packer agreement for the present season. On November 1st, Executive Officer Vansant, President Paul Newkirk, and Secretary George W. Speake, Jr., of Branch 9, at a conference in my room at the hotel, discussed the situation at length and decided that at the regular meeting of Branch 9, which was to be held the next night, we would go over the matter with the packers. This was done and after the regular meeting was adjourned the above-mentioned officers went into session with the packers and arrived at a satisfactory conclusion. As Executive Member Vansant will give you more of the details I will make no further reference to it at this time, except to say that we visited all of the plants there on the following Monday.

At the Lynchburg Glass plant three machines and one feeder were working, but this plant had not been in operation for two years previous to that, and the production there was not very good. Several branch matters were taken up and settled. Upon visiting the plant later on I found that production had increased fifty per cent. I had several conferences with the firm and also had a meeting with the men. The firm complained about the men quitting and leaving the place short handed, but I feel that we helped the situation there and when I left Lynchburg but one shop was idle and I understood that would soon be filled.

At Salem, Va., where I unionized the plant some years ago, I found all of the equipment had been sold and parts of the factory buildings were in a dilapidated condition. Some of our people are still living there and working in the mills. The prospect of the plant resuming operation is not very good.

On December 6th I organized a branch at Stroudsburg, Pa., due to the unionizing of the Scott-Warman Glass Company's plant. This followed an interview President Voll had with one of the heads of the company. This was the last non-union factory that has had headquarters in that city for years, to come into the fold and as far as I know was the only factory using skilled gatherers on hand machines that remained in the non-union field. At that time three machines and one blow shop were in operation. Some time later the blow shop was dispensed with.

The sessions of the mid-winter conference of the Executive Board opened January 14th with all of your officers present. A great many matters were brought to the attention of the members for consideration and discussion. Each officer made an oral report of his activities since the last convention, in the interest of the Association. Conditions throughout the trade and the problems that confront us as glass workers were discussed at length by all present and President Voll made a most informative address.

During the latter part of March I visited all the plants in Pittsburgh and took part in a campaign of the Metal Trades which were making an effort to organize the men who were employed in the steel mills. The unions which are members of the Metal Trades Department of the American Federation of Labor sent in a corps of organizers and arranged for meetings throughout this district. The campaign was opened by a mass meeting at the Central Labor Union, the principal speaker being James O'Connell, President of the Metal Trades. Several others, including myself, were on the program.

There are tens of thousands of men employed in the steel mills in and around Pittsburgh and for miles along the rivers outside of the Smoky City who have always been denied by the steel barons the right of organization. However, it is possible and probable that in the not far distant future a wave of organization will sweep this disorganized mass of steel workers into the fold.

On April 9th I attended a meeting of the Moderation League of the State of Ohio, which was held in the New Southern Hotel, Columbus. Brothers William Dover and Theodore Paige were delegates from Branch 24, Newark. Following is a copy of the minutes of that meeting:

THE MODERATION LEAGUE OF OHIO.

Minutes of the Meeting of the Moderation League of Ohio, held at the New Southern Hotel, Columbus, Ohio, April 9, 1924.

In harmony with arrangements made at a meeting held at the New Southern Hotel, March 21, 1924, this meeting was called to order by Mr. T. W. Rowe of Toledo, Ohio.

After calling the attention of those present regarding the manner in which he was selected to act as temporary chairman, Mr. Rowe briefly reviewed conditions prevailing under the National and State prohibition laws and outlined the object of this meeting.

A roll call of the Congressional districts in Ohio showed that about 40 per cent of the state was represented at this meeting.

Committees Appointed.

By-Law Committee.

A Committee on By-Laws was appointed and said Committee retired and later submitted their report which was unanimously approved.

Resolution Committee.

A Committee on Resolutions was appointed and retired and after mature deliberation, submitted a report which was adopted by the meeting.

Selection of Officers.

After considerable persuasion, Dr. Gustav Meyers of Westerville, Ohio, was induced to accept the temporary Presidency of The Moderation League of Ohio, as Dr. Meyers declared that he had too much work to perform to attend to the duties of President of this Association in a proper manner.

Addresses.

Addresses were made by a number of gentlemen from various parts of the State regarding the necessity of establishing a substantial organization, and they all pledged very hearty co-operation to Dr. Meyers and to the Association.

The consensus of opinion prevailed that a genuine effort be made by all interested parties to institute effective local branches throughout our State and to support candidates favorable to the modification of the Volstead Act and the prohibition enforcement laws of the State of Ohio.

The meeting then adjourned.

Association Affairs (Continued).

During my stay in Columbus I called on the Winslow Glass Company and interviewed Mr. Phillip Winslow in reference to a recognition of our Association and the flow and feeder conference agreement, but could accomplish nothing. Mr. Winslow informed me they were going along without any friction in the factory, and at this time he could see no reason to make any change in their policy. Former Executive Officer Muhleman had made every effort when feeders were installed there to induce the men to stand by their organization but the men lost interest and let everything go by default. I am firmly of the opinion that if the men had shown the proper spirit at that time we would now have jurisdiction over that plant. In this belief Brother M. J. Cain, who is now president and business agent of the Central Labor Union of Columbus, concurs. He had done all in his power along with Brother Muhleman at that time to convince the men there that it was to their own best interest to hold fast to their union, but as stated, it was without avail.

I paid a visit to Ravenswood, L. I., and secured an interview with Mr. Ludorf, President of the Peerless Glass Company, but could accomplish nothing. He told me that he had nothing against our Association but since the installation of the feeder which eliminated the skilled workman, he could see no necessity for a union. They have four feeders on one of the two furnaces and usually operate three of them.

At Marienville, Pa., they have six clean iron shops and the men earn good wages when the factory is in operation. This is the plant that was completely wiped out by a disastrous fire that destroyed a part of that town some two years ago.

At Hazelhurst when I was there on June 4th, I found the plant closed. They were repairing the oil system and expected to start operation as soon as the job was completed.

At Wilcox the bottle factory and the window glass plant were closed, with the tannery, the only other industry in the town, doing very little. Automatic machinery has practically destroyed the prosperity of a number of small glass towns in the mountain district of Pennsylvania. Those who are able to do so are leaving for other fields in order to secure work to support their families; houses are vacant and one finds in general an atmosphere of discouragement among the people. About three or four blowers still live at Wilcox and work outside of the trade in nearby towns.

At Sheffield, Pa., four feeders and one hand machine were at work when I was there about June 5th. A general line of ware is made, with good production as the rule. This company also owns and controls the plant at Wilcox.

Preliminary Conference.

You are all aware of the fact, since reading the statement made by Mr. George W. Yost, Chairman of the conference for many years, that last November the National Bottle Manufacturers' Association, after an existence of approximately forty years, had been advised by attorneys representing the Department of Justice, that after making an investigation of their activities they had come to the conclusion that the manufacturers had violated the provisions of the Sherman Anti-Trust law. As a result of the position taken by the Department of Justice they had dissolved their Association and all of its activities had ceased; consequently the manufacturers present were meeting our committee purely as our employers. I may say that at that time ex-Attorney General Harry M. Daugherty was at the head of the Department of Justice. During the intensive campaign which the big interests of this country were carrying on to destroy the labor movement, the same Mr. Daugherty did everything in his power and used every instrument at his command as an officer of the most powerful department of the government to bring to a successful conclusion the despicable movement of the so-called "Open Shop." We are not unmindful of the fact that this gentleman has faded from the picture into a clouded atmosphere of suspicion and distrust.

It does seem strange and mysterious that an association of manufacturers formed for the direct purpose of dealing with an organization of their employes to agree upon wages and working rules, which made for harmony and good feeling in the bottle industry, should be ordered by the government to dissolve. However, we are not surprised at this move on the part of Mr. Daugherty. In our estimation he was merely running true to form for during his entire administration of that great office the records prove conclusively that he was a servant of special privilege and an enemy of the common people. The handful of window glass workers and their employers struggling for existence and producing hardly ten per cent of the window glass consumed in this country were haled into the federal courts and their conference agreement was declared unlawful and in violation of the Sherman Anti-Trust Act. However, on an appeal to the Supreme Court of the United States this reactionary and unjust verdict was reversed and the seal of law and order was placed upon the conference agreements as made by employers and workers, by the highest court in the land. I am firmly of the opinion that this ex-Attorney General, in haling a small, obscure union into court for the express purpose of endeavoring to outlaw the conference agreement, was trying to secure a club with which he fully expected to destroy our great movement. His whole record while in office points conclusively to the soundness and logic of this deduction. And so passes an unfaithful public servant.

As President Voll has well said, the National Bottle Manufacturers' Association was an asset to society. You are, of course, familiar with the proceedings of this conference. Suffice it to say your interests were looked after by the President with marked ability and good judgment.

Labor's Memorial Service.

On Sunday, May 1st, I attended the Memorial Service held by Branch 6, Salem, N. J., in the beautiful High School Auditorium of that city. It was an impressive and beautiful service. The Reverend George W. Abel Pastor of the First Methodist Church delivered the opening prayer, and Mr. T. S. Woods, General

Manager of the Salem Glass Works, and I were the speakers. The singing by a quartette was splendid, and the Reverend Dr. Perot, Rector of the Episcopal Church, offered the benediction. Brother William Beatty was master of ceremonies and the following committee had charge of arrangements: Thomas Fair, chairman; Samuel Lumley, John Moosbrooks, Fred Denn and William S. Smith.

Among the four members who had passed away during the season was William Penton, a sturdy character and a man who had many friends throughout the trade. I mention his name at this time not only to call to your attention that our span of life is uncertain, but from the fact that each year before he was always in charge as Chairman of the service; he it was too, who was given the floor at the Atlantic City convention in 1916 and in a short address requested the delegates to adopt the daisy as the flower to be used as the emblem of the Association, to be worn at memorial services. The Committee on Good and Welfare recommended that on the suggestion of Brother William Penton, the daisy be chosen as the flower of the Association. As the daisy is emblematic of love and devotion, so should we be ever mindful to show our love for our fellow workmen and our devotion to our Association. The recommendation of the committee was unanimously adopted by the convention. Now this rugged soul, my friend Bill Penton, has passed on.

Memorial Day.

On Memorial Day, May 30th, I was in Parkers Landing, Pa., in attendance at the service that is held each year in every city and town and hamlet of our country in reverent memory of the brave men who fought the wars of America. On this day there is close communion between the living and the dead. Those who keep the day in honor and remembrance of the men who sleep in the eternal camps of death, in obscure graves or in the glory of great cemeteries, likewise pay homage to valiant men home from the wars. May those who have "gone West" rest in peace.

Services were held at the different cemeteries in the morning and during the afternoon a large meeting was held in the hall of the G. A. R. Executive Member McLaughlin was Chairman and the Reverend Dr. Kerr and I delivered addresses. Our Association was well represented here and both men and women were active, not only in the arrangements but in the program. I am sure you will agree with me when I say that this does credit to our people as good citizens, to our Association, and to the labor movement in general.

Child Labor.

I believe every honest, clear-thinking man and woman will agree that duties and responsibilities are personal and, regardless of our position in life and the value of our possessions, the obligation of service is universal. I have always been unable to understand why so many of our so-called leaders of society as it is constituted at the present day have apparently lost the desire for justice for all men which should be inherent in every heart.

Never before in the history of the nation was education as necessary as at the present period of our existence. In all countries, with hardly an exception, you will find it the general rule that the poor people are illiterate and that those who have an education are what we are pleased to call the middle and upper classes.

It seems that bitter hostility has always been shown by manufacturers' associations and those who profit therefrom toward federal child labor legislation. Their favorite argument now is that the several states should handle this question themselves.

I do not believe that the employment of children in gainful occupations can be justified from any angle. It naturally follows that the more we produce the more we have to distribute, but if the health of the children is to be preserved, then our industries should be self-supporting. Those who prosper by the labor of children are not self-supporting. While many states have placed splendid child labor laws on their statute books, there are others that refuse to safeguard those who are least able to protect themselves. So true is this that Congress in recent years has endeavored to correct the abuse by passing legislation on the subject in the interest of the future citizens of our country. Strange to relate, however, the Supreme Court on these occasions has declared the acts passed as unconstitutional and therefore null and void.

The only means left open to eradicate this evil in its entirety was to amend the Federal Constitution. The last Congress, I am pleased to say, has passed the Amendment and it has now been submitted to the several states. A few days ago the State of Arkansas was the first to ratify the Amendment.

Courts and Injunctions.

It seems to me the story of human progress can best be written in terms of liberty. Nothing admirable recorded throughout the pages of history ever came from those who in their selfishness have denied it to their fellow men. Wherever liberty has been denied it has led only to wreck and ruin of the individual in power and to society of which he was a part. Some of those who talk the most about duty and responsibility appear to disregard all obligation to their fellow men and the welfare of the nation.

We have been told in season and out of season by Bar Associaitons, Chambers of Commerce, and so forth, that the Supreme Court and the Federal Judiciary as appointed under our present system rather than elected by the people, comprise some kind of divine institution which should not be subject to criticism of any kind. Surely these august bodies are composed of men somewhat like ourselves. Honest criticism never injured any man or institution, but rather spurred them on to the accomplishment of better things.

And so when we are satisfied of the hostile attitude of many courts, shown in their interpretation of the laws passed by our regularly elected legislators and in the many decisions that have been handed down against us, the thousands of injunctions granted to unfair employers during industrial disputes, which are based on the hypothesis that employers have a property right in the labor of the individual citizen, it is not only our right but our bounden duty to enter a most solemn protest and to work unceasingly in an effort to correct the injustice of unfair decisions of this character.

Our labor power is a part of our life, and labor unions that are organized primarily and exclusively to promote the welfare of the people, in my judgment, should not by any stretch of the imagination be classed with inanimate property.

Unfair employers are quick to take advantage of the writ of injunction, which in its inception was intended to protect property interests only, to defeat the workers in their effort to secure better conditions or work and wages in order to improve their standard of living.

The latest advance by injunction judges was made recently in the Chicago district when Federal Judges Carpenter and Wilkerson (the latter court issued the famous (?) injunction during the strike of the Railroad Shopmen) refused to recognize a pardon issued by the President of the United States to a man sentenced to one year in jail for contempt of court. They stated in their decision that the President had no power to pardon in cases of contempt. Judge Carpenter said that the Constitution gave the President power to pardon "offenses against the United States" only and that contempt of court is not such a crime. This naturally means that the federal judiciary appointed for life is supreme,—it is beyond the reach of those who gave it life; it declares it is above and beyond all control. It is traveling the same road as the courts of other days traveled and that road leads to decay and ruin.

The injunction judge is the foe of popular government and the danger to our institutions from this source is most serious. However, the remedy lies within. Those who continually encroach upon the rights of civilization in our time are bound to find that a sorely pressed people will find a way to strip them and their servants of a power that was never given them under the Constitution. It would seem that they are nearing the goal reached by the Roman judges who passed sentence of death upon those who dared to criticize or condemn their acts.

Conclusion.

The past and its problems, victories and disappointments, are all a matter of history. The present and future are before us. The lessons we have learned during recent years should be helpful here in our discussions. You are all representative men and are here to represent those men at home who have intrusted their interests to you.

It has been often said that the labor movement would never have met with the success which has followed its course the last fifty years if it had not been compelled to contend with intense opposition. Probably, for this reason, we have been forced to think and study more deeply and in consequence have builded wisely and well with the result that this structure is bound to endure.

Our union must go on regardless of discouragements. We must as far as it lies in our power, adapt ourselves to new conditions; when we look back over the past season, it is well to remember that. Despite our difficulties and problems, and the one that presses most heavily upon us, the further introduction of feeders and flows in some plants where we expected the skilled worker to be employed for some time, there is encouragement to be found in the fact that we have held our forces together.

While our future as an organization may look dark to many, especially to those who have been displaced by automatic machinery, let us remember that a little more than a decade ago many clear-thinking men were of the opinion, that as an organization, our days were numbered. However, we are still here. Not as large in numbers 'tis true; but with the same dauntless spirit that has ever burned brightly I feel sure in the breasts of our members. Let me say for the sake of argument "our sands of life," as an association, "are running out." What comfort, I ask you, could we take to ourselves for giving way to this philosophy of despair? This condition of mind tends to bring about the very situation we may be fearful of. If the soldier, through lack of preparedness, numbers or timidity, entertained the thought that he was doomed to meet defeat in battle, VICTORY would never perch on his banners. We must have the faith within us always that eventually we are bound to make progress. In many ways, this union has ever been dear to us and though its course in recent years has only been partially subject to our control, the end has always been in view that we were strengthening and enriching our lives and the best measure of its value has been the effect it has had upon the lives of our members and their families. We must remember that life is full of difficulties and troubles although it would seem that for sometime now we have had more than our share. I feel sure that we are bound to advance as an association. I do not mean by this that there is a possibility of the passing of the automatic machine method of production. I would not presume to offer such an insult to your intelligence; but the perfection of this class of machinery and its installation in bottle factories, has about reached its zenith.

The day will come, aye, I feel it must, when the great automatic plants, will in large measure, at least, be brought within the fold of organization.

In conclusion, I desire to express to President Voll, Secretary Jenkins, Treasurer Halton and to each and every member of the Executive Board, my deep appreciation of the advice and assistance given me during the past season.

To my fellow workmen throughout the trade and to the delegates here at this convention, I return my heartfelt thanks for the confidence and trust placed in me.

Respectfully submitted,

JAMES MALONEY, *Vice-President.*
Glass Bottle Blowers' Association of the United States and Canada.

ANNUAL REPORT OF SECRETARY HARRY JENKINS.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

In accordance with custom and constitutional law, I am submitting for your consideration a complete and accurate account of the receipts and expenditures for the year beginning June 1, 1923 and ending May 31, 1924, as follows:

Income—General Fund—1923-1924.

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
1	Pittsburgh, Pa.	$1,127 15			$0 25	$1,127 40
2	Alton, Ill.	111 98				111 98
3	Streator, Ill.	1,385 35	2 00		75	1,388 10
4	Los Angeles, Calif.	351 40				351 40
5	St. Louis, Mo.				1 25	1 25
6	Salem, N. J.	4,066 47		9 60		4,076 07
7	Millville, N. J.	7,810 70				7,810 70
9	Baltimore, Md.	7,587 65	2 00		7 50	7,597 15
10	Royersford, Pa.	1,239 30		25 00	17 30	1,281 60
11	Millville, N. J.				25	25
12	Muncie, Ind.	16 88			15	17 03
18	Montreal, Canada	1,499 55		4 20	1 00	1,504 75
19	Lapel, Ind.	306 25				306 25
20	Zanesville, Ohio	814 68			25	814 93
21	Richmond, Va.	410 80			1 10	411 90
22	San Francisco, Calif.	1,078 82				1,078 82
24	Newark, Ohio	1,733 35				1,733 35
26	Rochester, N. Y.	1,478 15			3 25	1,481 40
27	Reading, Ohio	319 95				319 95
28	Brockwayville, Pa.	469 57				469 57
29	Hawley, Pa.	234 06				234 06
30	Tampa, Fla.	143 05			5 25	148 30
34	Tarentum, Pa.	1,852 15	3 00		14 00	1,869 15
35	Laurens, So. C.	609 53			21 00	630 53
36	Marienville, Pa.	470 00			25	470 25
37	Lancaster, N. Y.	280 10			25	280 35
38	Marion, Ind.	1,318 24				1,318 24
39	Lockport, N. Y.	201 95				201 95
40	Poteau, Okla.	664 25				664 25
44	Olean, N. Y.	374 39				374 39
46	Parkersburg, W. Va.	192 10				192 10
47	Sheffield, Pa.	626 75				626 75
48	Wilcox, Pa.	250 75				250 75
49	Cincinnati, Ohio	26 60				26 60

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
51	Redcliff, Alberta, Can.	208 90				208 90
54	Medford, N. J.				25	25
55	McDonald, Pa.	1,068 65				1,068 65
57	Binghamton, N. Y.	742 27				742 27
60	Terre Haute, Ind.	1,576 20	1 00		1 50	1,578 70
66	Toronto, Ontario	64 55				64 55
68	Alexandria, Va.	902 75			55	903 30
70	Wallaceburg, Ont.	742 13		8 40		750 53
71	Hawthorn, Pa.			12 30		12 30
74	Okmulgee, Okla.	117 03			15	117 18
75	Port Allegany, Pa.	415 55			1 25	416 80
76	Glenshaw, Pa.	520 56			3 00	523 56
78	East St. Louis, Ill.	810 95			1 40	812 35
80	E. Stroudsburg, Pa.	84 99				84 99
81	Chicago Heights, Ill.	1,501 05			1 40	1,502 45
82	Toledo, Ohio	45 00				45 00
83	Butler, Pa.				4 50	4 50
86	Fort Smith, Ark.	380 00				380 00
90	Loogootee, Ind.	60 60				60 60
92	Alton Park, Tenn.	1,234 85	1 00		2 25	1,238 10
94	Pittsburgh, Pa.	711 95			2 40	714 35
95	Tarentum, Pa.	507 17			75	507 92
97	Philadelphia, Pa.	38 00				38 00
98	Knox, Pa.	658 85			10 25	669 10
99	Mt. Vernon, Ohio	354 20				354 20
102	Parkers Landing, Pa.	1,219 58			92	1,220 50
105	Punxsutawney, Pa.	1,903 10			3 30	1,906 40
106	Columbus, Ohio				25	25
108	Lynchburg, Va.	248 68			50	249 18
110	Cape May C. H., N. J.	519 60				519 60
112	Hazelhurst, Pa.	88 55			25	88 80
114	Bastrop, La.	134 70				134 70
115	Point Marion, Pa.	40 89				40 89
116	Upland, Ind.	70	1 00	9 30		11 00
117	Evansville, Ind.	283 54			3 00	286 54
118	Baltimore, Md.	1,613 65	1 00		1 40	1,616 05
120	Clarion, Pa.	426 50	1 00			427 50
122	Long Beach, Calif.	195 29				195 29
125	Cedar Grove, La.	241 51				241 51
128	Sapulpa, Okla.	130 00			6 20	136 20
129	Los Angeles, Calif.	2,007 75			9 75	2,017 50
133	Indianapolis, Ind.	682 59			15 25	697 84
	Interest, Canadian Victory Loan			275 00		275 00
	Interest, money on deposit			1,887 88		1,887 88
	Interest, U. S. Liberty Loan			4,731 25		4,731 25
	Jenkins, Harry, money overdrawn returned			72 51		72 51
	Muhleman, Arthur, money overdrawn, returned			8 54		8 54
	Redemption of Canadian Liberty Loan Bond			5,000 00		5,000 00
	Shirley, Ind., former Br. 30, int. on Liberty Loan Bond held by			6 37		6 37
	Subscriptions to magazine			1 50		1 50

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
	Vanstant, Robert G. money overdrawn, returned			11 74		11 74
	Western Union Telegraph Co. amt. ret'd. on delayed message..			70		70
	Zapf, A. Frank, certificate				25	25
		$61,534 75	$12 00	$12,064 29	$144 52	$73,755 56

Death Beneficiary Department—Income.

No.	Location.		No.	Location.	
1.	Pittsburgh, Pa.	$796 10	37.	Lancaster, N. Y.	278 70
2.	Alton, Illinois	143 00	38.	Marion, Ind.	1,227 35
3.	Streator, Ill.	685 60	39.	Lockport, N. Y.	101 40
4.	Los Angeles, Calif.	139 50	40.	Poteau, Okla.	209 20
5.	St. Louis, Mo.	537 30	42.	Glassboro, N. J.	367 40
6.	Salem, N. J.	2,005 54	44.	Olean, N. Y.	256 50
7.	Millville, N. J.	4,529 85	46.	Parkersburg, W. Va.	97 20
8.	Bridgeton, N. J.	1,507 60	47.	Sheffield, Pa.	214 20
9.	Baltimore, Md.	3,384 50	48.	Wilcox, Pa.	149 40
10.	Royersford, Pa.	1,260 90	49.	Cincinnati, Ohio	35 60
11.	Millville, N. J.	30 00	51.	Redcliff, Alberta, Canada	73 20
12.	Muncie, Ind.	390 10	52.	Brooklyn, N. Y.	19 50
13.	Coshocton, Ohio	42 80	53.	Swedesboro, N. J.	44 00
14.	Woodbury, N. J.	241 30	54.	Medford, N. J.	166 10
15.	Milwaukee, Wis.	378 95	55.	McDonald, Pa.	405 00
16.	Ravenswood, L. I.	112 40	57.	Binghamton, Pa.	367 60
17.	Massillon, Ohio	810 60	60.	Terre Haute, Ind.	1,067 40
18.	Montreal, Canada	807 75	61.	Gas City, Ind.	83 80
19.	Lapel, Ind.	181 10	62.	Poughkeepsie, N. Y.	148 20
20.	Zanesville, Ohio	659 00	63.	Williamstown, N. J.	334 00
21.	Richmond, Va.	208 40	66.	Toronto, Ontario	345 45
22.	San Francisco, Calif.	334 60	67.	Cicero, Ind.	49 20
24.	Newark, Ohio	775 10	68.	Alexandria, Va.	412 05
25.	Clayton, N. J.	202 90	69.	Williamstown, N. J.	27 70
26.	Rochester, N. Y.	735 00	70.	Wallaceburg, Ont.	466 80
27.	Reading, Ohio	335 00	73.	Bellaire, Ohio	408 50
28.	Brockwayville, Pa.	99 00	74.	Okmulgee, Okla.	96 10
29.	Hawley, Pa.	155 80	75.	Port Allegany, Pa.	271 95
30.	Tampa, Fla.	91 40	76.	Glenshaw, Pa.	544 35
32.	Clyde, N. Y.	137 30	77.	Fairmont, W. Va.	35 80
34.	Tarentum, Pa.	1,102 40	78.	East St. Louis, Ill.	527 85
35.	Laurens, So. C.	165 10	80.	E. Stroudsburg, Pa.	26 40
36.	Marienville, Pa.	247 00			

No.	Location.	
81.	Chicago Heights, Ill.	694 20
82.	Toledo, Ohio......	43 10
83.	Butler, Pa..........	230 30
84.	Minotola, N. J.....	114 50
85.	Kane, Pa..........	18 40
86.	Fort Smith, Ark....	230 90
88.	Salem, Va..........	27 50
89.	Kansas City, Mo...	58 40
90.	Loogootee, Ind....	60 60
92.	Alton Park, Tenn..	484 80
93.	Charleroi, Pa.......	384 90
94.	Pittsburgh, Pa.....	654 10
95.	Tarentum, Pa......	501 25
97.	Philadelphia, Pa....	515 20
98.	Knox, Pa..........	235 70
99.	Mt. Vernon, Ohio..	213 80
100.	Uniontown, Pa.....	6 90
101.	Coshocton, Ohio...	78 40
102.	Parkers Landing, Pa.	551 10
105.	Punxsutawney, Pa..	719 78
106.	Columbus, Ohio....	85 60
107.	Roulette, Pa.......	74 20
108.	Lynchburg, Va.....	135 70
109.	Wheeling, W. Va...	401 70
110.	Cape May Court House, N. J......	371 80
112.	Hazelhurst, Pa.....	99 80
113.	Jeannette, Pa.......	42 00
114.	Bastrop, La........	38 30
115.	Point Marion, Pa...	89 25
116.	Upland, Ind........	101 00
117.	Evansville, Ind.....	227 80
118.	Baltimore, Md......	433 80
120.	Clarion, Pa.........	203 80
122.	Long Beach, Calif..	80 70
124.	Norfolk, Va........	32 60
125.	Cedar Grove, La...	69 40
127.	California, Pa......	226 80
128.	Sapulpa, Okla......	60 90
129.	Los Angeles, Calif..	718 20
131.	Paden City, W. Va.	78 90
133.	Indianapolis, Ind...	581 75
	Individual	59 20
	Total	$42,127 82

Delegates' Expense Fund.
Income—By Special Assessment Levied During March and April, 1924.

No.	Location.	
1.	Pittsburgh, Pa......	$142 50
2.	Alton, Ill..........	9 34
3.	Streator, Ill........	153 95
4.	Los Angeles, Calif..	35 70
6.	Salem, N. J........	329 70
7.	Millville, N. J.....	565 90
9.	Baltimore, Md.....	680 39
10.	Royersford, Pa.....	68 26
12.	Muncie, Ind........	80
18.	Montreal, Canada..	168 55
19.	Lapel, Ind.........	31 00
20.	Zanesville, Ohio....	69 02
21.	Richmond, Va......	3 30
22.	San Francisco, Calif.	181 18
24.	Newark, Ohio......	158 40
26.	Rochester, N. Y...	103 95
27.	Reading, Ohio.....	53 85
28.	Brockwayville, Pa..	54 48
29.	Hawley, Pa........	25 06
34.	Tarentum, Pa......	188 25
35.	Laurens, So. C......	56 57
36.	Marienville, Pa.....	33 00
37.	Lancaster, N. Y....	23 90
38.	Marion, Ind........	87 36
39.	Lockport, N. Y.....	8 65
40.	Poteau, Okla.......	57 70
44.	Olean, N. Y........	27 32
46.	Parkersburg, W. Va.	19 30
47.	Sheffield, Pa........	23 30
49.	Cincinnati, Ohio...	1 80
51.	Redcliff, Alberta, Canada	20 85
55.	McDonald, Pa......	89 10
57.	Binghamton, N. Y..	110 06
60.	Terre Haute, Ind...	108 65
68.	Alexandria, Va.....	141 40
70.	Wallaceburg, Ont..	52 65
74.	Okmulgee, Okla....	26 88
75.	Port Allegany, Pa..	47 50
76.	Glenshaw, Pa......	57 87
78.	East St. Louis, Ill..	54 40
81.	Chicago Heights, Ill.	115 40
86.	Fort Smith, Ark...	18 55
90.	Loogootee, Ind....	14 80
92.	Alton Park, Tenn...	96 55
94.	Pittsburgh, Pa......	32 90
95.	Tarentum, Pa......	37 73
98.	Knox, Pa...........	23 50
99.	Mt. Vernon, Ohio..	25 10
102.	Parkers Landing, Pa.	87 06

No.	Location		No.	Location	
105.	Punxsutawney, Pa.	122 10	122.	Long Beach, Calif.	13 95
108.	Lynchburg, Va.	28 13	125.	Cedar Grove, La.	29 12
112.	Hazelhurst, Pa.	4 45	128.	Sapulpa, Okla.	10 55
115.	Point Marion, Pa.	8 46	129.	Los Angeles, Calif.	131 15
117.	Evansville, Ind.	147 40	133.	Indianapolis, Ind.	60 55
118.	Baltimore, Md.	176 74			
120.	Clarion, Pa.	29 40		Total	$5,285 43

SUMMARY

GENERAL FUNDS.

Balance in Treasury June 1, 1923		$73,287 64	
Received by—			
Trade assessment	$61,534 75		
National fines	12 00		
Loans returned and miscellaneous	7,064 29		
Redemption of Canadian Victory Loan	5,000 00		
Supplies	144 52		
		73,755 56	
Total amount on hand and received			$147,043 20
Expenditures—			
General		$60,691 10	
Reg. Third 4¼ Liberty Loan Bond with accrued interest		5,027 22	
			65,718 32
Balance in Treasury June 1, 1924			$81,324 88

DEATH BENEFICIARY DEPARTMENT

Balance in Treasury June 1, 1923	$11,926 15		
Received by death assessment	42,127 82		
Total amount on hand and received		$54,053 97	
Paid in death claims		46,000 00	
Balance in Treasury June 1, 1924			$8,053 97

DELEGATES' EXPENSE FUND.

Balance in Treasury June 1, 1923	$8,168 17		
Received by special assessment	5,285 43		
Total amount on hand and received		$13,453 60	
Paid to delegates to 1923 convention		6,674 50	
Balance in Treasury June 1, 1924			$6,779 10

ASSETS OF THE ASSOCIATION JUNE 1, 1924.

United States Liberty Loan Bonds—			
Second issue (converted) at 4¼ per cent	$40,000 00		
Third issue at 4¼ per cent	15,000 00		
Fourth issue at 4¼ per cent	60,000 00		
		$115,000 00	
Canadian Victory Loan Bond at 5½ per cent		5,000 00	
United States Treasury Savings Certificates		1,024 80	
Balance in Treasury, General Funds		81,324 88	
Balance in Treasury, Death Beneficiary Department		8,053 97	
Balance in Treasury, Delegates' Expense Fund		6,779 10	
Total			$217,182 75

The Committee on Appeals and Grievances at the convention held in Chicago recommended favorable consideration of appeals for financial assistance from six members and directed your secretary to issue the appeals to the trade at the most opportune times.

After the committee had non-concurred in the appeal for death benefits for the late Charles Agnew, a motion was made to appeal to the trade for financial assistance for the widow. Through an error this was omitted from the minutes, but the incident will be remembered by all who attended the convention.

The Executive Board in session following the last final conference approved an appeal from Branch 20, Zanesville, Ohio, which was intended to be submitted to the convention and ordered your secretary to issue an appeal for financial assistance for Daniel Durant.

These appeals were sent out from time to time with the result as noted below. The recipients have expressed themselves as very grateful for the generous contributions and desire that I thank the membership in their behalf.

Branch No.	LOCATION.	Charles Harig.	Albert Teagarden.	Edw. J. Day.	Otis McCleary.	Norman Miller.	John Williams.	Daniel Durant.	Mrs. Chas. Agnew.
1	Pittsburgh, Pa.	$4.00	$4.00	$4.00	$4.00	$4.00	$4.00	$4.00	$4.00
3	Streator, Ill.	....	....	....	....	....	....	5.00	5.00
4	Los Angeles, Calif.	....	....	....	....	....	....	6.50	6.50
6	Salem, N. J.	....	....	....	....	....	....	2.50	2.50
9	Baltimore, Md.	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
10	Royersford, Pa.	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50
18	Montreal, Canada	15.00	15.00	15.00	15.00	7.50	7.50	14.50	14.50
20	Zanesville, Ohio	....	....	....	....	2.50	2.50	8.50	....
26	Rochester, N. Y.	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
27	Reading, Ohio	5.00	5.00	....	....	....	....	2.75	2.75
28	Brockwayville, Pa.	2.00	2.00	2.00	2.00	....	....	....	....
30	Tampa, Fla.	9.12	9.13	7.50	7.50	....	....	....	....
34	Tarentum, Pa.	....	....	....	....	21.63	21.62	....	....
35	Laurens, So. C.	6.00	6.00	6.00	6.00	....	....	....	....
36	Marienville, Pa.	2.25	2.25	2.25	2.25	1.30	1.30	....	....
38	Marion, Ind.	5.50	8.50	....	....	....	....	....	....
40	Poteau, Okla.	....	....	....	....	4.00	14.00	....	....
44	Olean, N. Y.	....	....	....	....	....	....	2.00	2.00
47	Sheffield, Pa.	10.62	10.63	9.25	9.25	2.75	2.75	2.63	2.62
55	McDonald, Pa.	8.75	8.75	7.25	7.25	7.25	7.25	6.50	6.50
57	Binghamton, N. Y.	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
60	Terre Haute, Ind.	2.40	2.40	....	....	....	....	....	....
68	Alexandria, Va.	1.22	1.22	1.22	1.22	1.22	1.22	1.22	1.22
70	Wallaceburg, Ont.	....	....	....	....	6.75	4.50	....	....
75	Port Allegany, Pa.	2.50	2.50	2.00	2.00	2.00	2.00	4.50	4.50
76	Glenshaw, Pa.	5.75	5.75	4.75	4.75	5.65	5.65	7.00	12.75
81	Chicago Heights, Ill.	8.20	8.20	5.57	5.58	....	....	3.82	3.83
86	Fort Smith, Ark.	1.68	1.68	1.69	1.69	1.69	1.69	1.69	1.69

BRANCH No.	LOCATION	CHARLES HARIG.	ALBERT TEAGARDEN.	EDW. J. DAY.	OTIS McCLEARY.	NORMAN MILLER.	JOHN WILLIAMS.	DANIEL DURANT.	MRS. CHAS. AGNEW.
92	Alton Park, Tenn..	3.13	3.12	1.40	1.40	2.33	2.32	3.25	3.25
94	Pittsburgh, Pa.....	4.50	4.50	....	....	....	....	....	....
95	Tarentum, Pa......	.85	.85	.85	.84	.84	.84	.84	.84
98	Knox, Pa..........	3.25	3.25	....	....	....	....	....	....
102	Parkers Landing, Pa.	3.60	3.60	3.60	3.60	2.50	2.50	2.50	2.50
105	Punxsutawney, Pa...	13.10	13.10	12.70	12.70	13.37	13.38	11.50	4.50
118	Baltimore, Md....	11.00	6.00	5.63	5.62	3.31	3.31	3.32	3.31
120	Clarion, Pa........	.38	.37	.38	.37	.38	.37	.38	.37
	Totals	$149.30	$147.30	$112.54	$112.52	$110.47	$118.20	$114.40	$104.63

The following amounts were received too late to be included in my report to the Chicago convention in 1923.

BRANCH No.	LOCATION.	JACK PACKER.	JOHN O'MALLEY.	EDW. HUBER.
6	Salem, N. J.	....	5 00	....
7	Millville, N. J.	7 35	5 30	....
9	Baltimore, Md.	....	15 00	15 00
10	Royersford, Pa.	....	....	5 00
20	Zanesville, Ohio	....	....	10 00
26	Rochester, N. J.	....	19 60	15 00
35	Laurens, So. C.	....	6 75	6 75
36	Marienville, Pa.	....	....	2 93
38	Marion, Ind.	....	14 75	....
40	Poteau, Okla.	....	3 25	....
44	Olean, N. Y.	....	6 50	....
47	Sheffield, Pa.	....	7 00	....
55	McDonald, Pa.	....	8 50	8 50
76	Glenshaw, Pa.	....	6 00	6 00
78	East St. Louis, Ill.	4 25	4 25	....
81	Chicago Heights, Ill.	....	9 00	6 00
83	Butler, Pa.	....	5 00	....
86	Fort Smith, Ark.	....	....	7 25
92	Alton Park, Tenn.	....	10 00	10 00
98	Knox, Pa.	....	8 50	8 50
102	Parkers Landing, Pa.	....	....	3 30
105	Punxsutawney, Pa.	....	13 70	10 50
117	Evansville, Ind.	....	6 00	....
129	Los Angeles, Calif.	....	18 75	12 75
133	Indianapolis, Ind.	....	7 25	....
	Total	$11 60	$180 10	$127 48

I am pleased to report that with one or two exceptions all branches are paid up to the middle of May—many up to June 1—and the few exceptions have paid to April 30. It is our hope that secretaries will see to it that their branches are kept paid up; trade and death assessments should not be withheld longer than is necessary to secure a draft or write a check. If the individual member pays his money regularly it is not fair to him to allow the branch, which means the members individually as well as collectively, to be in bad standing with the National Office through neglect of the local secretary. You will understand there are very few such cases, but there should be none. The majority of the branch secretaries are very prompt in remitting the moneys due, thereby helping the individual, the branch and the National Association. Death assessments are due and payable when the cards are received, and not, as some assume, at the end of the month which is the time limit set by the constitution. Members who do not pay the death assessment until after the end of the month in which it is levied are technically in bad standing. I would therefore respectfully urge that special attention be given these matters which are of such vital importance to us all.

In closing, I desire to express to my fellow officers my most grateful appreciation of their valued assistance and advice which has always been most heartily given. And to the trade at large, through you, my friends, I extend my thanks for the confidence reposed in me. You will have some vexing problems to meet while here, problems which no other craft has had, but we are facing the right way and there is light ahead on our road. Strive for that beacon and stand four-square for the ideals of our organization and the trade union movement.

Fraternally submitted,

HARRY JENKINS,
Secretary.

ANNUAL REPORT OF TREASURER HARRY HALTON.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

I have the honor to submit for your consideration my report of the receipts and expenditures of our Association for the year beginning June 1, 1923, and ending May 31, 1924:

GENERAL FUND.

Balance in the Treasury, General Fund, June 1, 1923........		$73,287 64
Received—		
From Secretary Jenkins for General Fund from June 1, 1923 to May 31, 1924.......	$61,893 15	
Interest on $40,000.00 Second Liberty Loan converted 4¼ per cent...............	1,650 00	
Interest on $15,000.00 Third Liberty Loan..	531 25	
Interest on $60,000.00 Fourth Liberty Loan..	2,550 00	
Interest on $5,000.00 Canadian Victory Bonds	275 00	
Redemption of Canadian Victory Bonds....	5,000 00	
Interest Certificate of Deposit Bank of North Dakota, $1,000.00........................	50 00	
Interest, First Trust and Savings Bank, Alton, Ill.............................	976 53	
Interest, Alton Banking and Trust Co., Alton, Ill..............................	449 85	
Interest, Producers and Consumers Bank, Philadelphia, Pa.......................	71 25	
Interest, Central National Bank, Philadelphia, Pa...........................	120 57	
Interest, Colonial Trust Co., Philadelphia, Pa.	75 86	
Interest, Canadian Account Bank, Montreal, Quebec	112 10	
Total amount received from June 1, 1923 to May 31, 1924..		$73,755 56
Total amount on hand and received................		$147,043 20

EXPENDITURES.

Paid from General Fund from June 1, 1923 to May 31, 1924, by warrants No. 4197 to 4677 inclusive	$65,718 32
Balance in the Treasury, June 1, 1924	$81,324 88

DEATH BENEFICIARY DEPARTMENT.

Balance in the Treasury, Death Beneficiary Department, June 1, 1923	$11,926 15
Received from Secretary Jenkins from June 1, 1923 to May 31, 1924	42,127 82
Total amount on hand and received	$54,053 97
Paid in death claims from June 1, 1923 to May 31, 1924, by warrants No. 2576 to 2667 inclusive	46,000 00
Balance in the Treasury, June 1, 1924	$8,053 97

DELEGATES' EXPENSE FUND.

Balance in the Treasury, June 1, 1923	$8,168 17
Received from Secretary Jenkins from June 1, 1923 to May 31, 1924	5,285 43
Total amount on hand and received	$13,453 60
Delegates' expense, Chicago Convention, July, 1923	6,674 50
Balance in Treasury, June 1, 1924	$6,779 10

BANK ACCOUNTS.

First Trust and Savings Bank, Alton, Illinois—Checking account	$36,845 06
First Trust and Savings Bank, Alton, Illinois—Deposit account	27,391 22
Alton Banking and Trust Company, Alton, Illinois—Deposit account	11,585 10
Central National Bank, Philadelphia, Pa.	4,500 00
Producer's and Consumer's Bank, Philadelphia, Pa.	3,000,00
Colonial Trust Company, Philadelphia, Pa.	2,500 00
Canadian account, Bank of Montreal, Montreal, Quebec	8,336 57
Certificate of Deposit, Bank of North Dakota, Bismark, North Dakota	1,000 00
Federation Bank of New York City, N. Y.—Deposit account	1,000 00
Total amount of cash in banks, June 1, 1924	$96,157 95

INVESTMENTS.

Second Liberty Loan Bonds, converted 4¼ per cent........	$40,000 00
Third Liberty Loan Bonds at 4¼ per cent..................	15,000 00
Fourth Liberty Loan Bonds at 4¼ per cent...............	60,000 00
Total amount invested in United States Liberty Bonds	$115,000 00
United States Treasury Certificates	1,024 80
Canadian Victory Bond..	5,000 00
Total amount of investments.....................	$121,024 80

RECAPITULATION.

June 1, 1924, Second Liberty Loan, converted 4¼ per cent..	$40,000 00
June 1, 1924, Third Liberty Loan, 4¼ per cent..............	15,000 00
June 1, 1924, Fourth Liberty Loan, 4¼ per cent............	60,000 00
June 1, 1924, United States Treasury Certificates............	1,024 80
June 1, 1924, Canadian Victory Bonds, 5½ per cent..	5,000 00
June 1, 1924, Balance in the Treasury, General Fund........	81,324 88
June 1, 1924, Balance in the Treasury, Death Beneficiary Department	8,053 97
June 1, 1924, Balance in the Delegates' Expense Fund......	6,779 10
Total assets of the Association, June 1, 1924........	$217,182 75

From June 1, 1923, to May 31, 1924, Secretary Jenkins has notified the trade of the death of ninety-two members who were reported to be in good standing and entitled to death benefits. The surplus in the Death Beneficiary Department being below the amount required by the constitution, assessments were levied for the ninety-two claims, making the assessment paid by each member from June 1, 1923, to May 31, 1924, nine dollars and twenty cents ($9.20).

I am pleased to say that all these claims have been satisfactorily adjusted, and all receipts signed and witnessed and returned to me by the officers of the branches where the deaths occurred. I now take this opportunity to sincerely thank them for their assistance.

To President John A Voll, Vice President James Maloney, Secretary Harry Jenkins, and all members of the Excutive Board, I am deeply grateful for advice and assistance during the year; and to you, the Delegates, I extend my best wishes, trusting that your deliberations will result in such action being taken as will be helpful to our Association and the Trade Union Movement in general.

Fraternally submitted,

HARRY HALTON, Treasurer.

REPORT OF AUDITING COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

In accordance with the laws of our Association, we, your Auditing Committee having been appointed by President Voll, met in the National Offices and carefully fulfilled our duties.

We are pleased to report that after a most minute examination of the books of Secretary Jenkins and Treasurer Halton, we have found all accounts to be absolutely correct.

The only branch failing to send its receipts to your Committee was Branch 46. We wish to call your attention to this remarkable record in comparison with former years. Secretary Jenkins is deserving of thanks for bringing about this splendid result.

The Association is holding three protested checks, amounting to $138.05, from Branch 40, Poteau, Oklahoma. The bank in which this money is deposited is now in the hands of bank examiners and we are advised that as soon as the affairs are straightened out the checks will be honored.

The work of Secretary Jenkins, Treasurer Halton and the able office assistants we find worthy of the highest commendation. The system of accounting employed is most thorough and is well adapted to efficient and accurate handling of moneys and safeguarding the finances of the Glass Bottle Blowers' Association. We were given every opportunity to make a most thorough inspection of all records. We hereby extend our thanks for the assistance which was at all times at our command.

We wish to express to Brother Joseph Bernier, of Branch 18, Montreal, Quebec, who has charge of the Canadian funds, our hearty appreciation of his faithful and efficient performance of duty.

We now submit the following findings for your consideration and action:

General Funds.

Balance in Treasury June 1, 1923		$73,287.64		
Received by				
Trade assessment	$61,534.75			
National fines	12.00			
Loans returned and miscellaneous	7,064.29			
Redemption of Canadian Victory Loan	5,000.00			
Supplies	144.52			
		$73,755.56		
Total amount on hand and received			$147,043.20	
Expenditures—				
General		$60,691.10		
Reg. Third 4¼ Liberty Loan Bond with accrued interest		5,027.22		
			$65,718.32	
Balance in Treasury June 1, 1924				$81,324.88

Delegates' Expense Fund.

Balance in Treasury June 1, 1923	$8,168.17		
Received by special assessment	5,285.43		
Total amount on hand and received		$13,453.60	
Paid to delegates to 1923 convention		6,674.50	
Balance in Treasury June 1, 1924			$6,779.10

Death Beneficiary Department.

Balance in Treasury June 1, 1923	$11,926.15		
Received by death assessment	42,127.82		
Total amount on hand and received		$54,053.97	
Paid in death claims		46,000.00	
Balance in Treasury June 1, 1924			$8,053.97

Assets of the Association June 1, 1924.

Second Liberty Loan Bonds, converted 4¼ per cent., Serial Nos. 21,981, 21,982, 21,983, 21,984	$40,000.00	
Third Liberty Loan Bonds at 4¼ per cent., Serial Nos. 1829 and 19,946	15,000.00	
Fourth Liberty Loan Bonds at 4¼ per cent., Serial Nos. 858, 859, 860, 861, 1271, 1274, 35,315	60,000.00	
United States Treasury Certificates, Serial Nos. M-210,385; C-5,016,384; C-5,430,387	1,024.80	
Canadian Victory Loan Bonds at 5½ per cent., Serial No. XX-000876V	5,000.00	
First Trust & Savings Bank, Alton, Ill., checking acct.	36,845.06	
First Trust & Savings Bank, Alton, Ill., deposit acct.	27,391.22	
Alton Banking & Trust Co., Alton, Ill., deposit acct.	11,585.10	
Central National Bank, Philadelphia, checking acct.	4,500.00	
Producers & Consumers Bank, Philadelphia, emergency acct.	3,000.00	
Colonial Trust Co., Philadelphia, emergency acct.	2,500.00	
Canadian Account, Bank of Montreal, Montreal, Quebec	8,336.57	
Certificate of Deposit, Bank of North Dakota, Bismark, N. D.	1,000.00	
Federation Bank of New York, New York City, deposit acct.	1,000.00	
Total		$217,182.75

Recapitulation.

June 1, 1924, Second Liberty Loan, converted 4¼ per cent.	$40,000.00	
June 1, 1924, Third Liberty Loan, 4¼ per cent.	15,000.00	
June 1, 1924, Fourth Liberty Loan, 4¼ per cent	60,000.00	
June 1, 1924, U. S. Treasury Savings Certificates	1,024.80	
June 1, 1924, Canadian Victory Loan Bonds, 5½ per cent.	5,000.00	
June 1, 1924, Balance in Treasury, General Funds	81,324.88	
June 1, 1924, Balance in Treasury, Death Beneficiary Department	8,053.97	
June 1, 1924, Balance in Delegates' Expense Fund	6,779.10	
Total assets of the Association, June 1, 1924		$217,182.75

OFFICERS' SALARY AND EXPENSE ACCOUNTS.

President John A. Voll	Salary	$4,600.00	
	Expense	1,420.51	
	Total		$6,020.51
Vice-President James Maloney	Salary	$3,500.00	
	Expense	1,953.07	
	Total		$5,453.07
Secretary Harry Jenkins	Salary	$3,500.00	
	Expense	562.49	
	Total		$4,062.49
Treasurer Halton	Salary	$2,100.00	
	Expense	1,100.88	
	Total		$3,200.88
Arthur Muhleman	Wages	$80.00	
	Expense	106.05	
	Total		$186.05
William C. Connolly	Wages	$632.00	
	Expense	902.37	
	Total		$1,534.37
Robert G. Vansant	Wages	$319.00	
	Expense	353.66	
	Total		$672.66
William W. Campbell	Wages	$400.00	
	Expense	414.39	
	Total		$814.39
John S. Roberts	Wages	$392.00	
	Expense	449.77	
	Total		$841.77
Albert C. McLaughlin	Wages	$500.00	
	Expense	565.77	
	Total		$1,065.77

Thomas B. Eames	Wages	$491.26	
	Expense	486.17	
	Total		$977.43
William Warren	Wages	$408.00	
	Expense	528.67	
	Total		$936.67

Respectfully submitted,

SAMUEL T. CARTER, Chairman	Branch 7
RICHARD POWERS	Branch 26
LOUIS COLIN, Secretary	Branch 105

REPORT OF THE COMMITTEE ON PRESIDENT JOHN A. VOLL'S ANNUAL REPORT.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee to whom was referred the task of reviewing this splendid document listened with rapt attention to its delivery and were deeply impressed with the many and varied subjects with which it dealt. It shows that the writer has a broad and comprehensive grasp on the many complex problems that confront us as an organization. It likewise proves that by full and unselfish co-operation by the membership with the plans and policies the President suggests to meet these questions, we will emerge triumphant in the not distant future. Our organization may be somewhat changed as to methods of production but it will be still a militant factor in the family of trade unions.

When the Owens machines first began to make such tremendous inroads in our trade, leaders of that day viewed with some alarm the effect its installation might have on our future welfare and existence. They accordingly planned to and did meet conditions as best they could. They realized that always "the old order changeth and giveth place to new" and that it was necessary to accept the situation as true trade unionists and eventually make the machine an element of strength.

It was thought then by many that the acme of invention had been achieved in the trade and by meeting the attendant rapidly changing conditions we could still have a voice in the determination of hours, wages and working conditions. Later it developed that formidable as was the Owens machine the last word had not been uttered. Inventive genius was still at work to create something not so huge and complicated in construction, nor so expensive in installation, and at the same time as effective in production. The result was that the devices now commonly known as the feeder came into being. While we are not now attempting to prophesy we believe we are within proper bounds when we say we feel there can be no other machine conceived simpler in construction than that of the latest type of feeder now in operation. There may and doubtless will be many improvements added from time to time with the idea of increasing production but it is doubtful if the invention itself can be more simplified.

President Voll has by careful thought and long experience so guided our organization and mapped out so safe a course that it will surely bring us safely into port. We must remember that neither he nor his colleagues can do it alone. They can plan, originate, and lead but the men in the ranks must lend their utmost assistance in order to make the work effective and successful. Your officers have neither army nor navy to enforce their policies. They must rely solely on the voluntary help of individual members to carry out the plans by which to work toward ultimate success.

Does it not sometimes seem that we are just a little lax in our loyalty to the man whom we elect to the most responsible position in our organization? Is it not true that seemingly we do not always give him our whole-hearted and unselfish support in meeting the most tremendous problems that ever came into an organization? We do not mean to suggest that support is ever withheld for the purpose of obstructing his plans, but that too little attention is paid by individuals to the furtherance of plans proposed. Loyalty and a disciplined spirit of co-operation are needed, always. Unfortunately the lively interest manifested ten or fifteen years ago does not always appear to be in vogue now but rather has given way to listless obedience to law and discipline. There must be a return to the old vigor in order to meet the problems which confront us.

Final Wage Conferences.

We are in thorough accord with the settlements made in all departments and know they were the best obtainable under the circumstances.

Automatic Machinery.

It is indeed pleasing to note that there was a very substantial gain in jurisdiction over this method of production, which is undoubtedly due to the tireless efforts of the President and his colleagues. They have mapped out a winning policy of organization through which improved conditions of hours and wages will come as naturally as night follows day. But it will require patience and a spirit of sacrifice on our part to achieve that end.

The organization of men employed in automatic plants must proceed as rapidly as circumstances will permit. Men who have never before belonged to an organization must be taught the principles of trade unionism by both precept and example. This can be done most effectively by regular attendance at Branch meetings and by leading those men along the right road. No man can resist an appeal to better the conditions of himself and his fellow workmen unless he is so utterly selfish that he cares for no one but himself.

Relations with the American Flint Glass Workers' Union

It is indeed a pleasure to note that the relations with our sister organization are so cordial. This is of mutual benefit and we sincerely trust will continue.

Reorganization.

While, as President Voll states, this work has not made very much progress during the past season, it is pleasing to note that there has been some advance and that further effort is contemplated. Startling changes in the industry have come so rapidly, with which the officers have had to deal in shaping the course of the organization, that it is doubtful if it would have been wise to undertake the further burden of this work and a more opportune time will undoubtedly come. We feel that the men who under our charter of affiliation with the American Federation of Labor rightfully belong to us will be given every opportunity to become members of our Association just as soon as arrangements can be made. This is a work of no small proportion which will require not alone the best efforts of the officers, but the assistance of each and every branch and every individual member in the trade to bring it to a sucessful conclusion. Past experience with these men has proved that they must be taught with the utmost care and patience in order that they may be well-grounded in the practices and principles of our Association. We have every confidence in our Chief Executive and know that when the opportunity comes he will take advantage of it and hasten this work as rapidly as will be consistent with thoroughness and the stablizing of the industry.

Standing of Branches.

We are pleased to note that despite the formidable conditions confronting us the number of new branches organized has at least kept pace with the number which have lapsed. It is likewise a pleasure to know that the evil of non-unionism is no more.

The Courts and the Judiciary.

We are in hearty accord with the sentiments expressed by President Voll on this most vital question. Too long have we remained passive in the face of encroachments by the courts on the rights of the people. We have profound respect for the courts of our country, but believe the usurpation of power which was never given them by the Constitution should be curbed. Every legitimate measure should be taken, and pressure brought to bear wherever possible to take away from the United States Supreme Court the power which it has taken to itself to declare laws enacted by Congress unconstitutional, and we would urge that the President continue the work which he has so ably undertaken.

Internal Affairs.

As a matter mentioned under this head properly comes within the purview of the Law Committee we refrain from reviewing but desire to urge you to give it your very earnest consideration.

The Volstead Act.

We are in thorough accord with the views expressed on this very important subject. No effort should be spared by the Association to have a reasonable modification of this obnoxious law brought about.

Trade Journal.

We extend our very best wishes to The Bottle Maker and congratulate President Voll on the many varied and interesting articles contained therein, which are so beneficial to labor's cause. We unanimously agree that were it not for such publications the trade unionists of our country would be forced to accept the syndicated Associated Press matter so plausibly presented in the daily press and numerous magazines and would remain unenlightened as to true facts. We heartily recommend the continued publication of our Journal.

Good and Welfare.

Under this caption, beside other matters President Voll has recommended holding our conventions biennially instead of annually as at present. As this properly goes to the Law Committee we will refrain from expressing our views on it believing the Convention will use its best judgment in rendering its verdict. Suffice it to say, we are in thorough accord with the sentiment which actuated the President in proposing it, i. e., looking toward curtailment of expense, nationally and locally.

Independent Political Action.

In our opinion, no other subject in the report of our President is of such vital importance to us as trade unionists and as citizens of our splendid Republic. Too long have we blindly followed the partisan political parties and allowed them through their smooth, suave utterances to shape our own thoughts; in fact, we have permitted them to do our thinking for us, and have accepted whatever they presented. We have reached the point now where that can no longer continue. Men and women are awakening to a realization of their duty and the necessity of individual thought and action. They congregate today to listen to the old spell-binders, but do their own thinking and voting. This is as it should be. By using our franchise as we deem wise we are breaking down the old theory of partisan government. Let us continue to support men for public office who will help us rather than those who say one thing and do another. In other words,—Elect Our Friends and Defeat our Enemies.

Trade Review.

In his report under this heading President Voll has set forth very clearly the difficulties that confront not only our own trade but all others as well, and we are in thorough accord with his sentiments as therein expressed.

Conclusion.

We have not touched upon all the subjects included in President Voll's report for the reason that to do so would make ours much too long. We have, however, given a short review of the most important matters, with the knowledge that several others would be referred to by other committees. The President has undoubtedly spent many hours and given deep and serious study and thought in the preparation of his report to this Convention with the hope that it will make us think, and the knowledge that if it does that it will have achieved much of its purpose. That it will do this no one can doubt. We feel sure the membership at large will read it, give it careful thought and consideration, and be guided by the splendid advice it contains.

Respectfullysubmitted,

RICHARD SCHULTZ, Chairman..	Branch 20
RALPH TOZOUR	Branch 110
JOHN GRIFFIN	Branch 9
CLARENCE BOWSER	Branch 98
LOUIS COLIN, Secretary	Branch 105

REPORT OF THE COMMITTEE ON THE ANNUAL REPORT OF VICE-PRESIDENT JAMES MALONEY

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee appointed to consider the able and interesting Annual Report presented by our energetic Vice-President, beg to report thereon that—

We were impressed as he read it by the breadth and vigor of his observations and his familiarity with the history not only of the Glass Bottle Blowers' Association but with that of the general labor movement as, by steps slow but ever forward, it has advanced to the proud position organized trade unions hold today in America and countries beyond the seas.

When we came to review the report in our committee meetings we were further impressed by the wealth of detail, the illuminating information, and the clear vision which make it so well worth careful reading and show our Vice-President to be a diligent student of affairs in industrial, political and economic fields.

We urge every delegate to read this report for his own benefit, and to advise members of his branch to read and discuss it.

The Committee cannot refrain from expressing appreciation of the excellent and untiring work of the Vice-President in the interests of the Association. It is gratifying to note that his courage to attack problems is undaunted; and his cheerfulness and hope for and belief in a great future for our Association, in wider industrial development and increased influence and usefulness, are strong and inspiring.

Final Conference.

We agree with the Vice-President in the belief that the settlement which was procured in the Final Conference was a very good one—indeed the best possible, and that it comprehended the welfare not only of our own members but of the trade in general. We are confident our interest were ably cared for.

Association Affairs.

We heartily endorse the work which is being done by the Vice-President in co-operation with the President at East Stroudsburg and Tarentum, Pa. We also approve of the settlement which was made with the American Bottle Company at Streator and Newark. In the opinion of this Committee all of the work, which is so clearly reported by the Vice-President has been along careful constructive lines. If it is followed out and the results it promises are achieved our trade and the entire labor movement will be immensely benefited. A fair wage begets contentment and this in turn makes for a better class of citizenship.

Child Labor.

We are in full accord with the humane, clear views of our Vice-President on this subject. The exploitation of children as it is carried on in most of the southern states, on fields of agriculture and in many large industries, and in a large number of congested industrial centers, is absolutely indefensible from any point of view. As the Vice-President says, the obligation of society is service and it can be directed in no better way than toward relieving the situation of those unfortunate children who are driven to work at an age when they ought to be in school. They are robbed of their birthright to health and education as well as happiness. We trust that the Amendment to the Federal Constitution which if enacted and enforced will be a powerful factor in doing away with this crime against children will be adopted. We urge our members to take an active interest in its enactment. Organized labor is the great friend of these helpless children, and we believe that under its leadership the time will soon come when those who seek to exploit childhood can be prevented by legal means. Child labor is a great economic loss; our nation needs every good citizen that can be developed and it is not logical that children who are put to work at a tender age can wax fat and strong and grow into healthy citizens.

Labor's Memorial Services.

The Vice-President's report of these services in memory of our brothers in industry who have finished their tasks and gone to their rest is highly interesting. We feel that it would be appropriate to adopt a day which might be set apart for services in which to commemorate the memory of our departed brothers. It is well to reflect on the good qualities of our associates and it is helpful to meet together in a fraternal spirit. It is not only of benefit to us as workmen but it tends to bring about harmonious understanding between employers and employes. This is especially true when representatives of each speak from the same platform and show that

"Man to man, the world o'er,
Shall brothers be for a' that!"

Courts and Injunctions.

We agree with our Vice-President in the serious consequences of the abuse by the judiciary of the writ of injunction, in labor disputes. We believe that due to education of the people by labor unions this will eventually be done away with. As evidence of this the legal profession is beginning to wake up to the fact that the courts have abused this power, and is saying so, in no uncertain terms. There has been an advance made, and we believe it was brought about by the constructive efforts of trade unionists since the Danbury Hatters decision. That not only fined officers of the Union but attached their funds and the property of individual members. Such extreme action is no longer possible under the law. More and more must the courts realize that labor has the same inherent and inalienable right to the protection of the law that capital has. We believe with Vice-President Maloney that the time is not far distant when the abuse of injunctive power by the courts will be effectually curbed.

The Bottle Maker.

It is always with happy anticipation that we look forward to the arrival each month of our ably edited Trade Journal, and especially do we enjoy the notes as "Time Passes" edited by our friend and officer "Jim" Maloney.

Conclusion.

The labor movement has made a deep impression on thinking minds in our country. The work of our Vice-President has been highly constructive and has been of influence, in this regard. His arguments based on fact have great force. We register our belief that he is of value to labor not only in our trade but in the general union movement. The Committee feels unable to adequately express our appreciation of his work.

Respectfully submitted,

JAMES P. DONNELLY, Chairman	Branch 26
ALBERT MAHR	Branch 57
WILLIAM LODER	Branch 7
WILLIAM HEINEGGER	Branch 118
JOHN W. EGAN, Secretary	Branch 6

THIRD DAY'S SESSION.

Atlantic City, N. J., Wednesday, July 9, 1924.

The convention was called to order at 1.30 o'clock P. M. by President Voll. America was sung. Roll call showed all officers and delegates present.

Secretary Jenkins read a telegraphed excuse from Branch 22, San Francisco, to the effect that lack of funds was responsible for not sending a delegate.

He then read greetings from the National Brotherhood of Operative Potters, now in convention in Atlantic City. On motion, the message was received with pleasure and directed to be acknowledged and entered on the minutes.

NATIONAL BROTHERHOOD OF OPERATIVE POTTERS.

Atlantic City, July 7, 1924.

Mr. John A. Voll, President,
Glass Bottle Blowers' Association.

Dear Sir and Brother:—In accordance with the desire of the officers and delegates in the Thirty-fourth Annual Convention of the National Brotherhood of Operative Potters, I am extending to you and through you to the delegates in your convention, their heartiest fraternal greetings together with the wish that your deliberations may be attended by the largest possible measure of harmony and satisfactory results.

Fraternally yours,

JOHN D. McGILLIVRAY,
Secretary-Treasurer.

Secretary Jenkins replied:

Mr. John D. McGillivray, Secretary-Treasurer,
National Brotherhood of Operative Potters.

Dear Sir and Brother:—The officers and delegates of the Glass Bottle Blowers' Association highly appreciate the cordial greetings and good wishes of the National Brotherhood of Operative Potters, and your friendly sentiments are reciprocated to the utmost degree. Kindly accept our thanks with our sincere wishes for the continued prosperity and growth of your Brotherhood.

We are having an excellent convention here in Atlantic City. It has been marked by harmony and good-will and we hope will result in benefit, not only to ourselves but to the labor movement in general.

With greetings and thanks,

Fraternally yours,

HARRY JENKINS, Secretary
Glass Bottle Blowers' Association.

Brother Harry Hoag of Philadelphia, a member of the Association for the past forty-four years, was then introduced by President Voll and by unanimous consent given the privilege of the floor.

Brother Hoag in an eloquent address expressed his pleasure at meeting with so many friends. He felicitated the delegates on the rewards that have been secured and stressed the need for continued vigilance and work, especially by the younger members. At the conclusion of his address, on motion of Vice-President Maloney, a rising vote of thanks was given him for his splendid address and also as a token of the friendship, love and respect the members of the convention bear him, not only as a fellow member but as a man and in appreciation of the fact that he is spending his vacation here with his fellow workers in the assembly room rather than on the Boardwalk.

This motion was numerously seconded and an amendment offered by Delegate Speake that Brother Hoag's address be included in the minutes, was unanimously agreed to. The rising vote of thanks was given with applause.

The remarks of Brother Hoag follow:

ADDRESS OF GREETING

By Harry Hoag, Philadelphia.

Mr. Chairman and Friends: There are many things I would like to say but they might not be appropriate; I cannot talk about trade affairs because I have been away from the trade for eleven years, but I do know your officers; I have known them for years and know their character for honesty, courage and intelligence, and I well know the spirit of the Association. I have been a member of it during forty-four years; therefore, I know whatever your problems are they will be courageously and intelligently met and I believe successfully solved.

I notice a number of young men here. That is at it should be. I have always contended that the younger members of the Association and trade had if possible a greater interest than the older ones in maintaining present standards and working toward continued progress, because in the natural course of events the older men will presently step down and out and the younger men carry on.

I am reminded of the first convention I attended, which was held in Ottawa, Illinois, in 1882. There were thirty-five regular delegates and one fraternal. In those days the organized trade was divided into the Eastern and Western Divisions and each division sent a fraternal delegate to the other's convention. Dan I. McCaig represented the Eastern Division. There were no brilliant orators there, if I might except Andy Robertson who afterwards became a millionaire lawyer in Pittsburgh. But there were men in that convention of wide vision and of courage. They formed the nucleus of the organization of which we have been and are so proud.

In 1888 in the Massillon, Ohio, convention the organization of the trade at large began to feel the dominant personality of that splendid leader whom we had for so many years and who as a leader was second to none in the labor movement of the country, and was so recognized. He devoted years of his life to the labor movement. Hs was absolutely unselfish to the cause, repeatedly refusing political preferment in order to devote himself to the glass bottle blowers' interests. He said the Association had given him the opportunity to reach the position he occupied and he would never desert it, and that if in the future he were deposed as a leader he would go back to the ranks and fight his way to the top again. He made that statement to me. He was the friend of every fair-minded, thinking man and woman. I knew him when I was a gathering boy in Pittsburgh and have always been proud of the privilege of calling him my friend. He was always ready with pleasant words of help, advice and counsel. In very truth he was a friend to man. I have not the words to adequately express to you the sentiment and appreciation in my heart of the character, personality and memory of Denis Hayes. (Applause).

Natural law governs us in this world. We are brought into it, in a physical expression of life, in obedience to that law. We cannot choose where we will be born, nor whether white, black or brown, wealthy or poor, in the broad, open spaces of the country or suburban towns or in the slums of a great city. That same force which brings us here endows us at birth with the nucleus of certain characteristics, impulses and instincts which we develop as we grow to years of maturity. Environment has great effect, and different men have these different impulses in varying degree. Some become great artists, others musicians, a few statesmen, some leaders of thought, and others become petty thieves or great criminals. It is all absolutely natural and according to natural laws and the development of the human family.

Among other instincts with which we are endowed is the impulse of self-interest or self-preservation, which has been called the first law of nature and is inherent in all humanity. Some men are unselfish and others absolutely selfish—such as the steel barons who were spoken of yesterday; I have known some of them. In other men that impulse of self-interest is almost entirely absent or practically negligible. Some of those men have to be taken care of by the municipality or state,—and that is all according to nature.

In the ordinary activities of man, in his daily life there are two kinds of self-interest. One is the selfish interest of the profiteer, who is entirely for self-aggrandizement. That is condemned by all fair-thinking men and women. The other kind is the unselfish self-interest, which prompts you while working in your own interest to take into consideration the welfare of your friends and the community,—and that makes a man a useful member of society. It is that spirit of unselfishness which leads men to become members of such organizations as the Glass Bottle Blowers. That kind of interest makes better men and women and better citizens. That is a kind of self-interest that is highly commended and the practice of which should be cultivated.

There is a word in our English language the sentiment of which when carried into practice makes for harmony,—it is "toleration." In your dealings with your fellow men and especially in your dealings with your fellow members be tolerant with one another; be tolerant of your comrades' appearance, of their diction, of the arguments they advance. All men cannot be finished legislators and statesmen. To be tolerant does not necessarily mean that you agree with what was said, but that you can appreciate more than one point of view. And yet you must exercise care here also, because you can have too much harmony, so that you cease to strive for progress, and rust and blow away. Remember that intelligent, constructive criticism is not only right but necessary to progress. I have often heard President Hayes say, "agitation and education make for progress." It was almost a slogan with him.

Now, brothers, I want to offer a word of advice, especially to the younger men. You might think it presumptuous for me to do so, but I consider that forty-four years of membership in an organization that is dear to my heart gives me that right. The fact that you are here representing your respective branches is evidence that in the community where you live and work you are men of character, standing and influence. You have been honored by being sent here. I always considered that I received a signal honor when chosen to represent my branch. That honor carries with it a responsibility and an obligation. When you have finished here you will have enacted some laws the operation of which no doubt will be very beneficial, and you will have elected officers to administer the law of your Association. The obligation incurred by you is that of service. When you go home it should be your privilege and it is your duty to give your constituents a synopsis of what has occurred here; to give your every effort to assist your national officers in administering the affairs of this great Association, and in carrying its laws into effect, even though some laws may have been passed over your protest. Some officers may be elected over your vote, you may have opposed them, but nevertheless this is the law-making body of the Association and its mandates are on you and it is your duty and should be your desire to carry them out. So I say to you, make your membership count for something constructive in your home towns. There is an old saying that well applies to this organization, and will always bear repeating, "No chain can be stronger than its weakest link." Your officers cannot be any stronger than the force behind them and that force is you. That is the unselfish self-interest that I talked to you about awhile ago. You are not only helping your own interests, but the interests of your friends, your neighbors and everyone else.

Live your lives normally. Don't make either a tragedy or a farce of your lives. Do the best you can and what you think is right. When you fail, as you sometimes will, for the pathway of reason is not always easy, inclination sometimes leads us astray,—when you fail don't criticize yourselves too severely. Try again. We are all imperfect human beings.

The development of mankind today, wonderful as we realize it to be is as yet in its infancy compared with what it shall be. If we were to imagine that present-day humanity had reached the ultimate of human endeavor we would have a sorry spectacle. It is not to be thought that succeeding generations will not go beyond us. Perfection in human endeavor will never be possible. To imagine that you must immediately conceive a condition of stagnation, because perfection would preclude the possibility of progression. Progress is a natural law. Everything is according to nature. Every effect has its cause. Now the word supernatural should never be used. It has no application in life. It is a misnomer. We are too prone to think of the supernatural as life beyond the grave. Brothers, to my mind that life will be as natural when we get there as this one is here. It is the spiritual expression of the physical life here and it will be as natural as this one.

The working of nature's law prevails throughout the universe. You cannot deny it. It is absolutely true. It is wonderful in its operations. Those of you who have the inestimable privilege of living in the open spaces of the country and can view nature intimately realize the exquisite beauty of the working out of her laws,—especially in the springtime when the sap begins to flow and the color comes in the trees as the leaves and buds begin to open and you see the change in beauty from day to day. Then there is the wonderful drama of the changing seasons of the year. Spring advances in her beauty into the loveliness of summer and then into the full fruition of the autumn, and then the frost comes upon the earth and the sleep of winter,—and the great drama is repeated over and over. You see it in the blossoms and the fruits and in vegetable life. And it is all brought about by the workings of the law of nature. The earth is full of magnetism, the sun shines and warms it, the rain falls and gives it moisture, and later on we have the beautiful flowers and fruit. I am reminded of a little poem which was written by Edgar A. Guest. Every day a poem by him appears in the Philadelphia North American and I always read it. Some are gems and when they please me I either cut them out or commit them to memory. This one I memorized. In contemplation of a flower garden he says:

I cannot see them at their toil,
  Or hear them, but I know
The roses deep beneath the soil
  Are working, row on row;
And making now that sweet perfume
  They throw upon each lovely bloom.

Some roots are seeking colors too,—
  The kind they fancy best
And General Jack shall burst anew
  In deepest scarlet dressed.
How strange no one has ever found
  This busy paint shop in the ground.

And yet beneath the garden bed
  Where shines the gentle sun,
With neither pattern, needle, thread,
  What wondrous robes are spun;
Out of that factory 'neath the ground
  Shall come the rose superbly gowned.

There it is—all absolutely according to the law of nature. Often nature is assisted in cultivation by man, but her law would go on just the same if she were not assisted, and things would continue to grow.

I fear I am taking too much of your time but I am deeply interested in the Association and its members; my heart is with you, you have my heartiest good wishes for health, prosperity and progress. I hope each one will have a pleasant journey home when your work in this convention has been finished and that you will find your loved ones happy and in good health. I thank you for your kind attention. (Applause).

In recognition of the vote of thanks given him, Brother Hoag added: The fact that we are appreciated by those whom we hold in esteem is one of the most pleasing sensations known to humanity.

* * * * *

President Voll then introduced Mr. Henry F. Hilfers as the personal representative of President Gompers of the American Federation of Labor and a trade unionist of many years' experience and high standing. Mr. Hilfers was greeted with applause, and briefly addressed the convention. In substance he said:

ADDRESS BY HENRY F. HILFERS.

Representing President Gompers and New Jersey Federation of Labor.

MR. CHAIRMAN AND FRIENDS:—I have come today as a representative of the American Federation of Labor to personally convey to you its greetings and good wishes and those of President Gompers. Circumstances beyond his control make it impossible for him to be here and he conferred on me the honor of appearing before you and speaking for him. I also wish to greet you, and, as Secretary of the State Federation of Labor, bid you welcome to New Jersey. I know you are disappointed that President Gompers is not here, but your disappointment is no keener than his; he would rather be with you than where he is, but the tremendous labor he has been involved in, with two national conventions, have rather sapped his vitality and he is obliged to rest.

I wish to speak briefly of some of the achievements of the American Federation of Labor. Recently I read in a daily paper that the United States' Chamber of Commerce had again gone on record for the open shop, in the convention in Cleveland. In the same paper I read a statement by President Daniel Willard, of the Baltimore and Ohio Railroad, who has tried out the co-operative union shop plan in one of that system's repair shops. After a year's trial he is going to extend it to the entire system. He is going to go into collective bargaining and co-operation with the different shop craft unions. He says it is the best agreement he ever entered into, and that he is whole-souled in favor of the union shop. (Applause). That is the answer to the United States Chamber of Commerce open-shop propaganda.

The past achievements of the American Federation of Labor in the National Congress I need not dwell on; I believe everyone here knows what we have done. One point, however, I wish to refer to, and that is the present Immigration Bill which was beyond doubt, put over by the efforts of organized labor. It should have been enacted into law without any opposition. The other great accomplishment which you are deeply interested in is the National Child Labor Amendment. The Glass Bottle Blowers were pioneers in fighting child labor and declaring that children should not be exploited. Naturally you are all interested. Everyone of you when you go back to your homes should make it your special duty and put forth every effort in your power to have your several States ratify that Amendment, so that the evil of child labor will be wiped out in the United States.

Now Mr. President and Delegates, permit me to give you welcome in the name of the labor movement of New Jersey, to the State and to the "Playground of the World." Glass Bottle Blowers have been affiliated with our State Federation of Labor almost ever since it existed and up until two years ago one of your members was a vice-president. Your men are efficient and devoted to the labor movement and we can always rely on your help.

We have not had smooth sailing in the Legislature. It has been difficult to secure laws in the interests of labor. The United States Manufacturers' Association absolutely controlled one branch and it was almost impossible to get legislation beneficial to the workers, although New Jersey in 1911 did enact the first Workmen's Compensation Law, under the guidance and with the help of our late beloved governor and then president, Woodrow Wilson. (Applause).

That first compensation law was not just what we wanted and it was not until 1923, after a spirited drive of five years, that we secured the present one. It has given excellent satisfaction. In that session there were no less than fourteen bills introduced for a better compensation law. Gentlemen who had opposed us in the past came and said, "Let us sit down and talk this over. We realize that you are entitled to a better law and we will give you one." We simply told those men, "We have asked you for the past eight years to give us something. Now, because you see the handwriting on the wall, you are willing to give it to us, but we are in a position to dictate our amendments to the compensation law and we are going to do it." They were willing to give us fifteen dollars maximum; we asked for twenty dollars, and compromised eventually on seventeen.

New Jersey was almost at the bottom of the ladder, on compensation law, but we put her at the head. We did not stop there, but in 1924 succeeded in having a law passed establishing compensation in nine occupational diseases; also a law which obliged employers to carry compensation insurance, and making contractors responsible for their sub-contractors. The old law has been greatly improved. A man with permanent injury may receive compensation during life,—at first from his employer for a period of four hundred weeks and then from the State.

We can never accomplish anything worth while without organization. There is not a single law of benefit to labor on the statute books of any state, or of the nation, that has not been put there through the efforts of organized labor. An outstanding feature of these laws is that they do not simply embrace men who belong to a union, but they include every man, woman and child who works for a livelihood. So no one can say that organized labor is selfish.

I have been in the trade union movement a good many years and have seen its ups and downs and analyzed the causes thereof. One reason why organized labor is not more powerful today is because the rank and file are too prone to let a few men—a handful of officers, do all the work. The great majority think their duties are done when they pay their dues and have a paid-up union card in their pocket. My friends, that is a big mistake. Every man who is a member of a labor union should be constantly active. He should be active in his organization, in his community, in his State; he should bring organized labor to the front at every opportunity. There is no longer any disgrace in belonging to a labor organization, such as there was, for instance, in this State in 1892, when a man could be sent to jail for belonging to a labor union, but now a union man is looked up to. We ought to live up to our highest standards and be more active. Every man should put his shoulder to the wheel. If you do that, my friends, you will see a better day dawn and that right soon.

It is not the question of what we can get when times are good and labor scarce; the question is, can we hold it when times change? We cannot, without organization. In every instance where we have seen a slump and things go backward those crafts that were organized held their ground while those that let their organization go to pieces, went down; they were at the mercy of their employers and had to take what was given them and not what they wanted.

The American labor movement ought to be more powerful today than it is—powerful as it is. There are so many men unorganized and really not educated. Education is the underlying principle. We should preach the gospel of organization at all times and everywhere.

Mr. Hilfers then gave a history of the experience of the Cigar Makers' Union at the time when machinery came into that trade. At first many men were of the opinion that cigars could not be made by machine. They became indifferent, and were minded to let the organization go. Later they realized their mistake and sought to obtain control of the machines. This culminated in August, 1923, when in convention the constitution was changed so as to take in every employe in the industry, whether he made cigars wholly by machine, partly by machine, or entirely by hand. He then added: If we had done that, my friends, ten years ago, the Cigar Makers' Union would not be where it is today but would have a membership double or three times as large as it has now.

The fact is, my friends, we have got to meet conditions as they appear in the changes of the industry, and we must ever be alert. As soon as there is a change in industry by reason of improved machinery it behooves us to take notice and secure control of the machine. Where would the printer be today if he had not accepted the linotype? There was some opposition to it but today that organization controls practically ninety per cent of the printing trade and machinery and dictates conditions, hours and wages; and it would be impossible to get out by hand the editions of the newspapers published today. For awhile some said the machine would put all the printers out of work. It has not done so. It produced more work and required more printers.

So, my friends, we have always to be on the alert. There is always something coming up which we have to meet.

In the name of the American Federation of Labor, I wish your convention God-speed. I hope the results of your deliberations will be of the utmost benefit to your trade and that your organization and industry will grow and prosper. I hope all your branches will be represented in the New Jersey Federation of Labor because it is through centralization in Central Bodies and the American Federation that we can do our greatest work. We have accomplished much. Think what the labor movement was fifteen or twenty years ago and what it is today. All the great ends that have been accomplished have been secured through organization.

Again, my friends, I wish you God-speed and I hope you will get the best that it is possible for you to secure for your trade. (Applause).

On motion of Vice-President Maloney, seconded by a number, a rising vote of thanks was given Brother Hilfers for his splendid exposition of the work, aims and ideals of the American Federation of Labor. By unanimous vote he was also requested to take a personal message of love, confidence and respect from the Glass Bottle Blowers' to President Gompers, "one of the most brilliant minds this country has ever produced, and a great leader."

President Voll, speaking in appreciation of the address of Mr. Hilfers said:

The problem of the Cigar Makers' with machinery has been similar to ours. We, too, met with opposition, from within and without, when machinery came into our trade, and our organization had to struggle for years before our membership realized the absolute necessity of gaining control of the machines. Fortunately the man who was at the head of the Association, President Hayes, realized the necessity of controlling machinery in the trade and under his guidance our constitution and laws were broadened to permit of that. Long before we became active in trying to secure jurisdiction of machines, President Hayes requested the American Federation of Labor to change our charter so that we could take in all men and women who were employed in and around glass factories. We are doing that today and have made progress to the extent, as explained in my annual report, that we have jurisdiction over forty-two plants in this country and Canada, producing bottles by machinery. While the Cigar Makers' no doubt made a mistake in their attitude toward machinery, I am confident that under their able leader, Mr. George Perkins, with Mr. Gompers as Vice-President, they will be absolutely rehabilitated.

* * * * *

President Voll then called attention of the delegates to an address by George Wharton Pepper, senior United States Senator of Pennsylvania, before the American and Pennsylvania Bar Associations in Philadelphia on July eighth, on the subject of the abuse of the injunction in labor disputes, and urged everyone to read it, in the daily papers. The first injunction granted in a labor dispute was in 1888 by a State Court, the next in 1890, by a Federal Court, and last year in the shopmen's strike Federal judges in Chicago granted three hundred, in every instance against the workers. Senator Pepper urged the members of the Bar, a large number of whom are sailing for England soon, to make a careful study of English law in its attitude toward organized labor.

I want to urge you to think of what my friend, Hilfers, advised,—that when we go back to our respective homes and enter again into our everyday life we remember our obligation to promote the interests of labor, and don't forget this matter of the abuse of the injunction by so many courts. It makes no difference whom you elect as president of this country or what men we send to Congress, so long as the Federal Courts continue to make the legislative and executive branch subordinate to injunction. Our country is based on the theory of government under three co-ordinate powers, co-equal in every respect—the Legislative, the Executive and the Judiciary. One has no right to usurp the power of the other.

The convention then recurred to the regular order of business, which was continuation of the reports by the Executive Officers.

The first of these was given by Board Member W. W. Campbell. He in turn was followed by Board Members John S. Roberts, A. C. McLaughlin, Thomas B. Eames, William Warren and Harry Halton.

Each of these reports was extremely interesting. They showed that a very large amount of work had been excellently done by the Executive Board Members, for the Association, during the past year. Indeed the lay member of the Association could not well have any adequate idea of the eternal vigilance and energetic work constantly required of the Board Members, if these reports had not been made. They had been carefully prepared, each was concise, and there was no repetition. Board Member Warren's work naturally related to matters in the Dominion of Canada, where it was evident he had been vigilant, and in addition he gave an interesting account of the sessions of the Trades and Labor Congress of Canada, held in Vancouver, British Columbia.

Convention then adjourned to 1.30 o'clock P. M., Thursday, July 10, 1924.

FOURTH DAY'S SESSION.

ATLANTIC CITY, N. J., Thursday, July 10, 1924.

The convention was called to order at 1.30 o'clock P. M., President Voll in the chair, and America was sung.

Roll call showed all officers and delegates present.

Fraternal Delegates to the convention of the American Federation of Labor, which was held in Portland, Oregon, in October, 1923, were President Voll and Delegate John J. Dall, of Baltimore. President Voll stated they had together prepared a report. It was then read by Delegate Dall. The report was unusually interesting and as it was read intelligently and clearly, it was listened to with very evident interest by members of the convention, who were liberal in applause when Delegate Dall concluded. On motion, it was received and directed to be made a part of the final minutes. Secretary Jenkins explained that following the custom, it would appear in the Final Minutes at the close of the business of the convention.

The Auditors' Report was then read by Secretary Colin. It was, on motion, received with appreciation of the careful and accurate work of the Auditors, and directed to be made a part of the minutes. It will be found immediately following the Annual Reports of the Secretary and the Treasurer, page 97.

The Apportionment Committee, having brought their work to date, a report was made by Secretary Colin and, on motion, it was adopted, as follows:

REPORT OF THE APPORTIONMENT COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee appointed to determine the amounts due the various delegates for time consumed in coming to and going from the convention, after careful consideration submit our report.

The number of days allowed the respective delegates for time necessary in traveling to and from Atlantic City as follows:

	Days Coming	Days Going	Total Days
Branch No. 1	1	1	2
Branch No. 3	2	2	4
Branch No. 5	1½	1½	3
Branch No. 6	1	1	2
Branch No. 7	1	1	2
Branch No. 8	1	1	2
Branch No. 9	1	1	2
Branch No. 10	1	1	2
Branch No. 12	1½	1½	3
Branch No. 18	1	1	2
Branch No. 20	1½	1½	3
Branch No. 24	1	1	2
Branch No. 26	1	1	2
Branch No. 27	1½	1½	3
Branch No. 34	1	1	2
Branch No. 35	2	2	4
Branch No. 36	1½	1½	3
Branch No. 37	1	1	2
Branch No. 38	1½	1½	3
Branch No. 47	1	1	2
Branch No. 55	1	1	2
Branch No. 57	1	1	2
Branch No. 60	1½	1½	3
Branch No. 68	1	1	2
Branch No. 70	1½	1½	3
Branch No. 75	1	1	2
Branch No. 76	1	1	2
Branch No. 78	1½	1½	3
Branch No. 80	1½	1½	3
Branch No. 81	1½	1½	3

	Days Coming	Days Going	Total Days
Branch No. 86	2½	2½	5
Branch No. 92	2	2	4
Branch No. 94	1	1	2
Branch No. 95	1	1	2
Branch No. 98	1	1	2
Branch No. 102	1	1	2
Branch No. 105	1	1	2
Branch No. 110	1	1	2
Branch No. 112	1	1	2
Branch No. 118	1	1	2
Branch No. 120	1	1	2
Branch No. 129	5½	5½	11
Branch No. 133	1½	1½	3

We recommend that the Treasurer of the Association make payment to the delegates on account of amount due under these provisions on the first Friday of the convention and the balance on adjournment.

Respectfully submitted,

SAMUEL T. CARTER, Chairman..Branch 7
RICHARD POWERS..............Branch 26
LOUIS COLIN....................Branch 105
Auditing Committee.
HARRY JENKINS........National Secretary
HARRY HALTON.........National Treasurer

The Committee on Blown Ware Price List announced that their report was in the hands of the printer and would be ready for distribution at the opening of the session Friday. Attention was called to the fact that under the rule adopted in the Montreal Convention, delegates were entitled to have a copy of the printed report of the Blown Ware Price List Committee in their hands for one day before it could be considered in convention. On motion, unanimously agreed to, this rule was suspended so the report of the Committee might be taken up during the session of Friday afternoon.

Chairman Walters announced that the Committee on Organization had finished their work. The report was thereupon read by Secretary Bradford and, on motion, unanimously agreed to, was adopted as follows:

REPORT OF THE COMMITTEE ON ORGANIZATION.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

We, your Committee on Organization, respectfully submit our report for your consideration.

We have carefully reviewed the record of the Glass Bottle Blowers' Association and the achievements of its able officers since the convention of 1923, and wish to express our hearty appreciation of the good they have accomplished.

We feel that the time is now at hand when the trade should be fully organized. We are pleased to note that great progress has been made toward that end during the past year by our own President Voll and also by Secretary Morrison, of the American Federation of Labor. This subject is very important and we respectfully urge every delegate here upon his return home, to take it up with the members of his branch and try to impress on them the great need for active co-operation.

We take this opportunity of recording our belief that our National Officers have consistently done everything possible and in the best manner to further the work of organization. We feel sure that due to their unflagging efforts greater progress will be made in the coming year and a more complete recognition of the rights of labor secured. In our opinion our National Officers are entitled to this reward because of their excellent work.

We thoroughly approve of the policies outlined by President Voll and Vice-President Maloney, in their Annual Reports, for carrying on and further developing the important work of organization in our industry, and we heartily recommend that the Association adopt and carry on their policies, as they have given them to us.

Respectfully submitted,

GEORGE H. WALTERS, Chairman	Branch 47
ISAAC CORSON	Branch 7
JOHN BUTZ	Branch 9
WILLIAM BOYD	Branch 35
DANIEL BRADFORD, Secretary	Branch 6

On motion, convention adjourned to 1.30 o'clock P. M., Friday, July 11, 1924.

FIFTH DAY'S SESSION.

ATLANTIC CITY, N. J., Friday, July 11, 1924.

Convention was called to order at 1.30 o'clock P. M., President Voll in the chair. America was sung.

Roll call showed all officers and delegates present.

President Voll introduced Mr. Peter Summerville who has been a member of the Structural Iron Workers' Union for twenty-one years and now represents the Sweet-Orr Manufacturing Company of Detroit. This firm is engaged in making overalls and other clothing for men, and has the admirable record of not having had any labor trouble nor a strike for fifty-two years. It meets the requirements of the Garment Workers' Union, members of which compose its employes.

He explained the methods used in adjusting differences of opinion between the firm and employes. He criticized the practices which obtain in several State prisons wherein goods which enter into competition with free labor articles are made, and suggested that organized labor ought to take a strong position in protest against this, and also to try to overcome the difficulties of getting union-made goods into open shop districts such as, for instance, Pittsburgh. He urged one hundred per cent co-operation among members of trade unions.

Secretary Jenkins, at the request of the President, read a request from the Carr-Lowrey Glass Company inquiring if blowers who are taking their vacation and working as laborers might fill in where a shop is working single, on account of some of the men being off, as follows:

Baltimore, July 9, 1924.

Mr. John A. Voll, President,
Colonial Trust Building,
Philadelphia, Pa.

Dear Sir:

We closed half of our plant for repairs on July 3rd and are trying to run the other half full. Two men from that factory are at the convention and their places are filled with spare men. I have seven blowers working as laborers on repairs to the furnaces. Today I have a shop working single on account of a man being off and no spare blowers available. Cannot some of the blowers who are working as laborers fill in a place like the one mentioned and keep the factory running full?

I am writing this at the suggestion of one of the men and trust you can see your way clear to make a ruling that will help us in this particular.

I beg to remain,

Yours respectfully,

CHARLES B. GARWOOD,
Superintendent.

President Voll explained that the convention being the supreme body it must pass on this request, and asked the delegates to decide. After brief discussion by Delegates Essex, Griffin, Butz, and Dall it was unanimously agreed, on motion, to decline the request of the Company. Secretary Jenkins was thereupon directed to reply that the convention had decided the request could not be granted but that the rules and laws of the Association must be lived up to.

Pursuant to action taken in Thursday's session, suspending the rule that delegates should have printed copies of the Committee's report one day before taking action thereon, the report of the Committee on the Blown Ware Price Lists was read. All the Committee came forward and the report was read by Secretary Dall.

The various bottles referred to in the report, with the recommendations of the Committee, were discussed, as were also the rules and regulations proposed. Among these latter was a rule recommended by the Committee relating to the summer stop as follows:

> We recommend the abolition of continuous production and declare for a summer stop during the month of August.

On this there was spirited debate. A number of delegates urged the adoption of the rule, saying it was a humane necessity for men working in the great heat that prevails in glass houses to have a respite from work during the hot season of the summer. Continuous production would mean impairment of health to every man who would undertake it; with the proper arrangement of work almost any factory could successfully manage to suspend operation or to arrange for such rotation in work that a month's vacation could be given all the men.

On the other hand a number of delegates urged it was no longer expedient to take the summer stop owing to the stress of machine competition, and to insist on the stoppage of work in the blown-ware department would simply be a notice to manufacturers to arrange for the installation of machinery. It must be remembered the competing machine operates continuously. Recognizing the conditions in the trade it seemed folly and a retroactive step to insist upon cessation of work during any month in the summer. Present-day industrial conditions must be met.

Among those who spoke in favor of the adoption of the Committee's recommendation were Delegates Minnick, Essex, Butz, Marshall, Griffin, and Stacey Carter. Those who opposed the suggestion of the Committee were Delegates Most, Mantz, Donnelly, Cleary, Gable, Miller, Speake, Egan, and Chard. All these men were frank to say if that the conditions in the trade warranted it they would be happy to have the summer stop rule, but they did not believe present-day conditions justified the convention in asking for it.

Delegate Roberts said it was well to bear in mind the conditions which confronted the National Officers in any effort to take up the question of a shut-down in the blown department during any part of the summer for the reason that the hand men had so many difficulties to encounter in competing with the machine.

In answer to an inquiry of Delegate Speake it developed that Branches 34, Tarentum, Pa., and 40, Poteau, Okla., had sent in special requests for a summer stop.

President Voll spoke briefly but very earnestly on the subject and frankly said that to adopt the rule would be, in his opinion, a backward step which would result in injury to the organization and the trade. It would be useless, manufacturers would say, to continue with hand workmen, either in the semi-automatic or the blown department, and a great many plants would not be able to work more than a small portion of the year. A good many have asked, "Why cannot the bottle blower work the same as the flow and feed and other machine operators?" The time has come when if men want to work in the glass bottle industry, either in the blown or the semi-automatic department /they will have to work in the summer or not at all. We have heard of at least one manufacturer who proposes to avoid installing automatic machinery if he can get semi-automatic machines which our members can operate and will operate, the same hours as the automatic and flows are operated. In my opinion that would be a real competitor to the automatic production,—manufacturers are not going to equip their factories with costly automatic machines if they can get satisfactory results by the hand or the semi-automatic machine. If you should direct us to go into the conference and say that we must have one month's summer stop, what do you think would be the position of those manufacturers who have not yet installed automatic machinery? I fear you would have a vacation not only in the summer but in the winter as well. Don't let us do anything to encourage manufacturers to put in more machinery, and don't let us forget the men at home. It is our duty to look after their interests and to keep this organization in force. It is the greatest stabilizing influence there is in the trade. Let us try to take progressive steps and none backward.

On being put to motion, the recommendation of the Committee was rejected by a very large majority.

There was also an interesting discussion on the subject of the establishment of a minimum wage in the blown-ware department. This the Committee suggested should be at least $6.50 per day. Several delegates while saying that this amount was not too large, suggested the advisability of making the demand for a less sum, perhaps $5.50, for the purpose of securing prompt and favorable action. On further discussion, however, the idea prevailed that it would be better to adopt the wage suggested by the Committee. There was a feeling that the minimum rate in all cases should equal the day work rate; also that it would stimulate managers to see that the men had opportunity to do enough work to justify the payment of a minimum wage of $6.50. The principle was that a minimum wage ought to be established; it should be a fair wage, but to have it established and put into practice was the chief object at present. The suggestion of the committee was then concurred in.

Among those who advocated and discussed the establishment of a minimum wage in the blown-ware department, in the same way that it is in the machine department at present, were Delegates Dall, Speake, Egan, Dahm, Griffin, Essex, Mantz, and Bowser.

Delegate Sullivan asked this question of the Chair: "If a man starts to work, say on the first day of September, and starts on day work, can he take the last pay of the last fire as the average pay?"

President Voll replied that according to Section 22 of the Tank List, his average pay would be based on the last pay made in the season previous. In other words, on the last pay prior to the first of September.

After the report of the Committee had been considered and acted on by paragraphs, seriatim, on motion it was adopted as a whole, in this form:

REPORT OF BLOWN-WARE PRICE LIST COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Brethren:

Your Committee on Blown Ware respectfully submit the following for your consideration:

Branch No. 6, Salem, N. J.

Bottle No. 1. Toilet, 13-ounce capacity, 14-ounce weight. The firm rate this bottle as a Panel; men rate as Toilet. National Office decided it to be a Toilet. We concur in the decision of the Office and the May Conference, that this is a Toilet.

Bottle No. 2, with push-up. Firm claims the Brandy Bracket governs; men claim Claret Wine. Lettered around bottom, "Kronbergers Laboratories, Boston, Mass." We recommend this bottle be placed on the Claret Wine Bracket, page 53, Tank List. Made since May Conference.

Branch No. 9, Baltimore, Md.

Bottle No. 1. No. 949 Armour, 4-ounce capacity, 5¾-ounce weight, price $1.14; increase of 25 per cent asked, making the bottle pay $1.40 net. Average packing, ninety dozen in eight hours. There must be an even distribution of glass on sides and bottom and all bottles must be 100 per cent perfect. We recommend $1.40 per gross net.

Bottle No. 2. United Drug Co. No. 918, 4-ounce capacity, 6½-ounce weight, price $1.18½. Increase of 20 per cent asked, making the bottle pay $1.39½. Average packing, ninety-three dozen on one side in eight hours. Glass must be clear. This is a difficult bottle to save on account of breakage and sinking in on seam. All bottles must be perfect. We recommend $1.39½ per gross net.

Bottle No. 3. No. 990 Armour, 4-ounce capacity, 6½-ounce weight, price $1.18½. Increase of 20 per cent asked, making the bottle pay $1.39½ net. Average packing, ninety dozen in eight hours on one side. The glass must be clear. Bottles will not be packed if they have one seed in them. We recommend $1.39½ per gross net.

Bottle No. 4. No. 2654 Houbigant, 4-ounce capacity, 6-ounce weight, price $1.15½. Increase of 20 per cent asked, making the bottle pay $1.36½ net. Average packing, eighty-four dozen in eight hours. The glass must be clear. Bottles will not be packed with a seed or any sort of blemish. We recommend $1.36½ per gross net.

Bottle No. 5. No. 801, capacity 2½-ounce, weight 5½-ounce, price $1.09½. Increase of 25 per cent asked for, making the bottle pay $1.32½ net. Average packing, seventy-two dozen on one side in eight hours. Loss on this bottle is for close assorting and breakage. We recommend $1.32½ per gross net.

Bottle No. 6. No. 1090-1, 1-ounce capacity, 2¼-ounce weight, price 89 cents. Men ask Day Work. Average packing for six and a half hours' work, thirty dozen. This is a difficult bottle to save; there must be an even distribution of glass. We recommend Day Work.

Bottle No. 7. Fiancee, 4-ounce capacity, 5½-ounce weight, price $1.12½. Increase of 35 per cent asked, making the bottle pay $1.42½ net. Average packing, seventy-two dozen in eight hours. This is a difficult bottle to save owing to breakage. The glass must be clear. We recommend $1.42½ per gross net.

Bottle No. 8. Mi-Nena, 1-ounce capacity, 2¼-ounce weight, price 89 cents. Men ask Day Work. Average packing, forty-nine dozen in eight hours. The loss on this bottle is close assorting and breakage. Glass must be perfectly clear. We recommend Day Work.

Bottle No. 9. Mi-Nena, 2¼-ounce capacity, 3¾-ounce weight, price 97½ cents. Men ask Day Work. Average packing, fifty dozen in eight hours. The loss on this bottle is close assorting and breakage. The glass must be perfectly clear. We recommend Day Work.

Bottle No. 10. No. 242, 4-ounce capacity, 5½-ounce weight, price $1.12½. Men ask Day Work. Average packing, sixty-five dozen in eight hours, on one side. The loss on this bottle is from going out of shape in the bottom and breakage. We recommend Day Work.

Bottle No. 11. No. 144-1, 1-ounce capacity, 2⅝-ounce weight, price 91½ cents. Men ask Day Work. Average packing, eighty dozen, on one side, in eight hours. We recommend Day Work.

Bottle No. 12. Brilliantine, 2-ounce capacity, 3-ounce weight, price 93½ cents. Men ask Day Work. Average packing, eighty dozen, on one side, in eight hours. This bottle is assorted the same as cut which causes a loss of from 35 to 45 per cent. We recommend Day Work.

Bottle No. 13. No. 192, 4-ounce capacity, 6½-ounce weight, price $1.15½. Men ask Day Work. Average packing, fifty-one dozen in six and a half hours, on one side. A very difficult bottle to make and assorting is very close. We recommend Day Work.

Bottle No. 14. 4½-dram Vivadou, 4½-dram capacity, 1¾-ounce weight, price 86½ cents per gross. Men ask Day Work.

Average packing, ninety-four dozen in eight hours. The glass must be clear and bottle must be straight in bottom. A difficult bottle to save on account of breakage. We recommend Day Work.

Bottle No. 15. No. 306, 1-ounce capacity, 2¼-ounce weight, price 89 cents. Men ask Day Work. Average packing, shop made thirty dozen and only packed eight dozen. Glass must be clear and bottle must be smooth on sides and bottom. We recommend Day Work.

Bottle No. 16. No. 1099, 3¾-ounce capacity, 5½-ounce weight, price $1.12½. Men ask Day Work. Average packing, forty-four dozen were made in three and three-quarter hours, on one side, and only twenty-eight dozen were packed. Loss, mostly for breakage, sixteen dozen, or nearly 40 per cent. We recommend Day Work.

Bottle No. 17. Hock Wine, 23-ounce capacity, 23-ounce weight. Firm claim $2.47; men claim $2.66. This bottle has been made for some time and the men have always contended they did not receive enough for it. The National Office decided $2.66 per gross was correct, under foot-note in Twisted Brandy Bracket, Covered Pot List. We recommend $2.66 per gross (Covered Pot List, page 18.) So that every place where this ware is made shall pay the same price, we ask that it be inserted in the list.

Branch No. 34, Tarentum, Pa.

Bottle No. 1. 2½-ounce capacity, 2½-ounce weight. Lettered on side "A. H. Abbott and Co." Firm claim Short Blake; men contend for Toilet Bracket. The National Office decided this to be a Tooth Powder. We concur. Made since May Conference.

Bottle No. 2. 2½-ounce capacity, 5½-ounce weight, Oval Toilet and should be so rated. Made since May Conference.

Branch No. 81, Chicago Heights, Ill.

Bottle No. 1. Aridor Jar, blow-over, 25-ounce capacity, 18-ounce weight. Firm rate on French Square Bracket; men not satisfied with this price. We recommend $1.99 per gross. Foot-note Tincture Bracket, page 19, Tank List to govern.

Bottle No. 2. Up-John, weight without cap, 42-ounce, capacity 90-ounce. Firm claim Packer Bracket governs; men contend for Candy Jar. We recommend this bottle be placed in the Candy Jar Bracket, page 18-19, Tank List. Made since May Conference.

Bottle No. 3. Glo-worm, 3-dram capacity, ½-ounce weight. We recommend wide-mouth Prescription. Made since May Conference.

WORKING RULES AND REGULATIONS TANK AND COVERED POT LISTS.

Your Committee make the following recommendations on the Working Rules of the Tank and Covered Pot Lists: (Rules not mentioned are approved).

(1) We recommend that the last three lines of Section 2, Paragraph D be changed to read: Ware selected for cutting on one side or bottom shall pay 25 per cent above the list price.

(2) Inasmuch as Paragraph N, Section 2, page 75, on gauge ware does not meet present day requirements, we recommend that when two or more gauges are used the sum of 50 cents per gross shall be added to the established price; failing in that Day Work shall be paid.

(3) We recommend adding to Section 22 this: Men shall be paid Day Work for all time lost during the turn, through no fault of the shop.

(4) We recommend that where shops are forced to move during shifts and are put to a loss by doing so, they be paid an average day's work of not less than $6.50 per day.

(5) We recommend that all burst-offs pay the net list.

(6) We recommend that all journeymen and apprentices receive their earnings in full each week.

(7) We recommend that firms notify their workmen at the end of the season whether they will have places for them the following season.

(8) We recommend that Brandies, Tom Gins, Whiskies, Minerals, Liquor Ovals, Beers, Sodas, and Wine Brackets be stricken

from the list and placed in the bracket or brackets they most resemble.

(9) We recommend that ware tried with a cap over the shoulder shall pay 10 per cent over the list price, to cover loss on same.

(10) We recommend that workmen be paid for all melted, bursted and stony ware, or for loss through any cause beyond their control.

(11) We recommend that work shall cease at 12 o'clock noon on Saturdays during the entire year.

(12) We recommend that all buffed and frosted ware be increased 25 per cent over the net list.

(13) We recommend that when blowers are called upon to work black glass, they shall be paid Day Work of not less than $6.50 per day.

(14) We recommend an increase of 20 per cent in both the Tank and Covered Pot Lists.

(15) We recommend that there be established a minimum day's wage in the Blown-ware Department of Six Dollars and Fifty Cents ($6.50) per day.

Convention adjourned to 9 o'clock A. M. Saturday, July 12, 1924.

SIXTH DAY'S SESSION.

Atlantic City, N. J., Saturday, July 12, 1924.

Convention was called to order at 9 o'clock A. M., President Voll in the chair. America was sung. Roll call showed all officers and delegates present.

In conformity with the rules, President Voll called for the report of the Committee on Machine Ware. Printed copies were distributed. The Committee came to the platform and the report was read by Secretary Marshall. Action was taken on the report by paragraph, the same as was done with the report of the Blown Ware Committee.

REPORT OF MACHINE WARE COMMITTEE

Discussion.

The first protracted discussion occurred on a section which recommended that continuous production in the factory be abolished and a summer stop taken during all of August. It was explained that joint meetings had been held by the Machine and the Blown Ware Committees, with the desire of adopting as far as possible the same practices in each department, and for the first time in history the two had brought in the same recommendation on the summer stop. This was done with the idea of standardizing or making equal the vacation period in each department.

In general the sentiments expressed were entirely in line with those given when a similar rule was brought in by the Blown Ware Committee. Every delegate in the machine department would be glad to have a long vacation in the hot weather but realized that the industrial situation does not warrant it. It was felt however that if it prevailed in one department it should in the other; and vice versa. If it were not adopted by one it should not be by the other. The delegates decided then that as the rule suggested had not been accepted by the Blown Ware Committee it should not prevail in the machine department; accordingly on motion, agreed to almost unanimously, it was rejected.

The next subject to engage general debate was a proposed new rule to the effect that men working in a factory should not be required to change jobs. This it was explained related to cases where men were hired to do specific work and were then asked, without notice in advance but simply because it happened to be a convenient arrangement for the management, to do some special work with which perhaps they were not familiar. In a number of cases serious accidents had happened and in many instances men lost a great deal of time. Altogether the practice worked out most unsatisfactorily. The Committee felt that the adoption of a rule stipulating positively that men were not to be asked or expected to make a change in their work, would be of advantage to the workmen.

Secretary Jenkins called attention to Section 27, which was adopted in 1915 and has been in force ever since, and which provides that, "No operator shall be allowed to carry blanks or molds to or from the ovens." This practically covered the proposed new rule and hence there was no necessity for any other on that subject. A number of delegates spoke of practices in different factories by which men lost a great deal of time and were expected to do a large amount of work for which they were not paid and which really was no part of their definite duties.

Secretary Marshall explained the Committee had given the subject careful thought and believed that even if the rule were not adopted it would be well to have a general discussion in the convention. Blowers go into a factory an hour and a half possibly before starting time and are asked to get molds hot and to do other work that is not required of the machine man. Sometimes they are asked to work during the noon hour, and in many ways are taken advantage of by being expected to do everything from filling molds without compensation to acting as an old lady using thread, needle and rags to make swabs.

Among those who took part in this debate were Delegates Reid, Lumley, Marshall, Speake, Grine, Essex, Schultz, Hann, Dall, Butz, Chard, and Hummell; in addition, President Voll, Board Member Connolly, Vice-President Maloney and Secretary Jenkins.

President Voll agreed that the spirit back of the proposed rule was good but in his opinion the situation was entirely covered by the rule quoted by Secretary Jenkins. Trouble very often arises from the fact that workmen do not insist on the rules being lived up to. The proper method when such grievances arise is to take them up with the factory committee and try to bring about an adjustment in conformity with the law of the Association. If that does not succeed, then the National Office should be called on. Usually grievances can be harmoniously adjusted.

In no case, he said, in answer to a question by Delegate Cleary, as to how a man could insist on the rules being lived up to without calling a strike, should a strike be called; that would be in violation of the conference agreement, but recourse should be had at first to the factory committee and then if necessary to the National Office; and workmen should insist on having an adjustment according to law, in all cases.

Delegate Schultz called attention to the fact that Rule 27 was adopted because a member had been required to lift an unusually heavy mold and in placing it on the press the bottom plate was broken. The firm obliged him to pay for the repairs and the rule was adopted to prevent such an injustice to workmen in the future.

It also developed in the general talk that in some factories where there were harmonious relations between workmen and the firms molds were changed and similar work done by the men without any feeling of imposition or injustice but entirely in the mutual interest to get out the work efficiently. If it was agreeable to the men and they believed that a disregard of the strict letter of the law was in the interest of harmony and successful operation, then good judgment, common sense and fairness all around agree that there is no reason why rules could not be stretched a bit in the way of co-operation.

It was also pointed out that if this proposed rule were adopted by the convention it would mean that the Association's conferees would be bound to present it in conference to the manufacturers, and since grievances to which it relates are already covered by a rule agreed to a good many years ago, this action would naturally indicate that the Association had not been able to enforce the rule, or that the men had not insisted upon it but had been willing to ignore it. This would not be fair to the delegates nor to the men at home. Further there was no use in having a duplicate law on any subject.

VicePresident Maloney said: The spirit back of the rule proposed is good but our men should try to correct these grievances themselves in accordance with the rules already adopted and agreed to in conference.

Delegate Cleary: May I ask again, how are you going to enforce the law? You are not permitted to call a strike and hence if in the factory where you have been working men are called on to change their job, as this proposed rule says, or in other words, to carry molds and blanks, you wouldn't say one evening, "We will not do this tomorrow" and then quit?

Secretary Jenkins: No indeed; but you would give the management reasonable time and if the grievance was not adjusted then the laws of the organization provide the means whereby it can be remedied without any strike but simply by complying with the rule.

Executive Member Connolly: I am opposed to any such recommendation as that "members shall not change jobs" for the reason that there is already a rule in existence which takes care of such things and if this one that is proposed is adopted and sent to the conference it would indicate that our present rule which forbids the carrying of molds and blanks could not be enforced. It was adopted because of the fact that a good many years ago a member at Zanesville threw a heavy mold on the machine—he did it the best way he could, and the bottom plate was cracked and he had to pay for it. This rule that workmen shall not carry blanks or molds to and from the ovens was adopted in order to prevent such injustice on workmen in the future.

I have advised men when they asked me that under the rules of the Association they were not required to carry molds either to or from the ovens. Sometimes there was a question whether it might not be to the advantage of workmen in the factories to make a generous interpretation of the rule,—and a great deal has to be left to the good judgment of workmen and the special features connected with each individual case.

Delegate Speake: In the past members of the Association continually did such things as change and carry molds; even a member of the Executive Board, in Baltimore, did it. The subject was taken up with the National Office and it was decided that on account of the custom having been carried on for such a long time it might not be wise to now insist on the rule being carried out literally. I hope that no one would censure Baltimore on account of any such custom, which no doubt did develop in the interest of getting work done harmoniously. At the last branch meeting certain members came with the sole purpose of instructing delegates to take certain definite action in this convention, but we did not think it for the best interests of the Association and fought it down. I think if the manager should ask me to work for twenty-five per cent off the list I wouldn't stop work but I would get into communication with the National Office at once. It would not take very long to call a strike in Baltimore if it were not that we believe in complying with the rules. We have many different departments from the factories at Baltimore in our branch meetings—we sometimes have a hundred and fifty men in attendance—and we have to be mighty careful what we do.

Delegate Butz: When I asked the men to stop changing molds they said, "If our Executive Officer does it we will do it."

Board Member Vansant: I did not start that practice and I try to live up to the rules, but if there is something to be done which if not done promptly may be a detriment to the Association. I think we may step aside in the best interest of the Association and our membership. The machine on which I work has only three molds to one blank and there are only three things to change. I want it definitely understood that I am not in any wise against this rule of men not changing jobs, but on this particular machine we only have two molds and a blowhead, and in ten minutes time a man can go ahead and get started to work. But I saw a man near me on one occasion trying to change a mold and the shop lost two hours. They had a man from the mold shop down there, but the man who really works the machine is often more intelligent and understands the machine better than the man in the mold shop does,—and I suppose that is the reason the practice grew up.

I have blown bottles most of my life and try to live up to our rules and to carry them out properly, but every man should walk in his own shoes and if I seem to do wrong that does not say that the man next me should do so. He should come and show me where he thinks I am doing wrong, and I would be ready at all times to try to do the correct thing. Men carried molds in Baltimore long before I got on the machine. I have always tried to live up to all the rules of the Association and never to violate any of them, but I do consider that if a time comes when the rule should be stretched a little in the interests of our Association, we ought to be willing to meet it fairly and in harmony.

Delegate Butz: If the men saw an officer doing that and didn't understand about it don't you think they would likely get the idea that they should do it also?

President Voll: I don't approve of this reflection on Board Member Vansant. He has been a faithful member of the Association for many years. He learned his trade in Baltimore and was a cologne worker. There is not a man in the trade who has upheld the organization better than he. What happened to him? He became old at his trade and the time came when he could no longer make that very fine class of ware, and the firm because of the service he had given put him on the machine. Was he to go on that machine and say, "I want you to enforce these rules right now" when the machine men before him had not done so? Do you suppose he would have been allowed to work on that machine? No. I think it ill becomes Baltimore to cast any reflection.

Delegate Dall, further continuing the discussion said: When machines were first put in at Baltimore there were two men on the machine and they filled the molds before starting time, in the morning and at noon. The factory committee told them it was a violation of the rule, but they continued to do it. The committee again notified them. The next day one of those men came and said he would not fill up the molds, but his partner was doing that. The committee then went to that man and told him, "If you ever fill up another mold before starting time the committee is going to prefer charges against you." Those machine men at the Emerson and Buck plants who fought so hard to get this rule in, when working on the rotary machine had to fill up the molds and work twenty or twenty-five minutes in the morning and at noon to get them hot. They stopped that practice. There is a man there now who understands the rules and he tries zealously to have them enforced and the committee backs him up.

Delegate Marshall: On the question of only two molds and a blank, some men seem to think they can do it and others not. We would like to have it settled in convention.

President Voll: There is a decision pending on that now but we are ready to make a decision on the law that we now have and say men cannot do this work.

Delegate Grine: It is very hard to correct an evil after it has once gotten into a factory. That may be the reason why the practice has continued in some places.

Delegate Chard: We have a machine with two molds and one blank and one noontime the manager inquired why the regular machine workers were not filling up their molds and having them hot so they could go to work. We blowers can get ready five minutes in advance and I inquired of the machine men if they could fill up molds. They said no. The gathering boy came and a former sidelever worker to cut off the glass, and they filled up the molds. I would like to ask if that is any violation of the rules?

It was explained by one of the officers that the custom formerly was that only members of the Association should cut glass while filling molds but that in this as well as other cases conditions in and around the plant would have to be considered.

After very frank discussion, which took up considerable time, on motion it was practically unanimously agreed that it was not necessary to adopt any further rule on this subject and the rule proposed was rejected.

Several times during the presentation of the Committee's report cases were cited and questions raised touching the respective jurisdictions of the Flint and the Glass Bottle Blowers' Associations. It was also stated that the Flints under their rules filled the molds previous to starting time and there was a variation in a number of practices between the two associations.

Secretary Jenkins suggested that on this question of jurisdiction it was well to be perfectly safe and not to get into extreme or technical differences. He took part in formulating the Peace Agreement between the two Associations twelve years ago. A very excellent agreement was adopted and under it relations have been most friendly, with mutually good results. At the time the Peace Agreement was signed, arrangements were made whereby the two committees could be called together in the future if questions of dispute arose. Happily it has never been necessary to call them together. When the agreement was drafted the lines of jurisdiction were purposely left highly elastic.

Vice-President Maloney expressed the opinion, which he based on observation and experience, that the Peace Agreement has worked out admirably and that it has done so is due to the good judgment shown by the members of the two associations and the spirit with which they went to work to carry out its terms.

The general discussion was taken part in further by Delegates Mantz, Itchek, Chairman Hann, and a number of others. President Voll incidentally referred to the fact that the bottle blowers have the best conference system in use anywhere. Recently a professor of economics in one of the large universities told him that ninety per cent of the economists, he believed, were in favor of collective bargaining, and inquired if the history of the Glass Bottle Blowers' Association had ever been written. He thought it should be for the reason that it would be a valuable contribution to the science of economics.

President Voll also suggested that in enforcing laws in the Association, the same as in courts or in the community, all conditions must be taken into consideration. He referred to Judge Wanamaker of Ohio who had achieved high distinction for the soundness and justice of his decisions, especially those on questions of dispute between capital and labor. They were characterized by a broad comprehension of the entire situation, both human and property rights, and a desire to do exact justice. It is in the same way we have to make our decision on grievances that come up. Drastic action should never be taken except in a last emergency, because when a break is once made in harmonious relations, bitterness is apt to come in and then it is very hard to get the minds of the employer and employe back to normal. It is in recognition of this principle that the laws of the Association have been formed to provide methods to adjust grievances in a way to allow discussion and investigation if necessary, and to avoid precipitate action.

Delegate Grine asked: What does "change your job" mean? To this President Voll replied: I suppose if a man not only lived out his three score years and ten but two score more beyond that he might still be able to think of some act, large or small, which might be considered outside a man's regular job, but even if he had spent that many years I am confident he would not have been able to correct troubles and cure evils in the way he would like. This discussion has plainly shown that many of our members feel that in certain circumstances they are justified in technically violating the rule relating to carrying and changing molds. The most law-abiding citizen sometimes finds it necessay and wise to disregard the law, especially if he feels that the interests of fairness and the well-being of others require him to do so.

Delegate Hummell stated that Branch 38 has a rule whereby a fine of twenty-five dollars is imposed on a member if he carries or changes molds, in plain violation of the rule.

Delegate Winn asked if Section 27 included the men on the gathering machine but not the flow operators. President Voll replied that it does not include flow operators.

Secretary Marshall said he would like to offer a motion that this convention go on record as in favor of a strict observance of Section 27, but President Voll explained that the East St. Louis convention which originally adopted that rule, had gone emphatically on record on the subject and succeeding conventions had done the same. Hence such a motion would be out of order.

Secretary Marshall: I would like to ask this question: Is it right for the management to guarantee one shop $8 when other shops that work right alongside cannot even get day work but the men are paid piece work? Also, is it right that a man should be paid $6.93 instead of day work of $7.92 when an apprentice working with him is paid piece work and is only able to make possibly $2 per day,—is that right and should it be allowed?"

Chairman Hann of the Committee added: I think the real question is this: Has a member of the Association the right to accept a certain guarantee less than the day rate?

Delegate Lumley suggested that this question was explained in and covered by Section 1 of the Wide-mouth Machine Rules.

President Voll said: No one has a right to accept less than the amount fixed in the rules, but if an apprentice is put on a machine with a journeyman the employer has the right to put them both on a piece work basis and would not have to guarantee them one cent. If the journeyman did not want to work for that he could quit; but the employer might get another man who would stay until the apprentice would come up in his work. It seems to me, if I understand the question right, that in order to compensate the jurneyman to some extent during the time the apprentice could not make a day's work the employer could guarantee him a certain amount, whether on working day work or piece work, plus, as they should mutually decide. The rule is that for the first week the journeyman is put on a machine with an apprentice he receives day work and thereafter piece work and it is optional for him to remain. If the employer wishes to do so he can guarantee a journeyman a certain amount or add to the piece work. It is not a violation of the day work rule but more the adoption of a minimum wage.

Executive Board Member Vansant said: I believe I am referred to in that question. I think the delegates know that I became crippled in one arm sometime ago and could no longer make colognes. In consequence I was put on a machine. I was with an apprentice who worked under the rules and I was paid $7.92 per day during the required time; later I was changed to piece work. I have been in the employ of that company forty-four years and they gave me the benefit of working with the apprentice. I try to live up to every rule of the Association and am satisfied that I have always done so. I am not working on a day work basis but piece work, plus.

I started on piece work on all jobs. Now it must be remembered that every job made in that plant pays from four to twenty cents above the list. The apprentice was put on and he is not competent to make any kind of a day's work. I have run up as high as five, five and a half, or six dollars with that apprentice, and the company added to that amount which would be due on day-work basis. If I had to work every week at the wages I could make with that boy I would have to quit and go elsewhere. I am not working on a day basis, but am doing piece work plus.

Secretary Marshall said he had not asked the question with the idea of offering any criticism but to have a definite understanding of the rule, especially so that in all cases journeymen working with apprentices would have the benefit of the full amount for day work.

Delegate Napolski stated that Branch 34, Tarentum, Pa., had made a request of the Committee for action on certain ware made in the factory in which he worked, which was required to be 7½-ounce and in order to save it it was necessary to make it 8½-ounce. He would be interested to know why no mention was made in the report of the Committee? Chairman Hann replied the Committee felt that was purely a local matter. They recognized it as an abuse but it could be adjusted locally. Delegate Dall said that a similar request was made of the Blown Ware Committee and they had expressed the opinion that the men should be paid for the weight they made and should insist on payment on that basis, but that the grievance could be adjusted locally.

After the Committee's report had been acted on by paragraphs it was, on motion unanimously agreed to, adopted as a whole, as follows:

REPORT OF MACHINE WARE PRICE LIST COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee beg to submit for your consideration and action the following:

Bottle No. 1. Pevely Cheese Jar, 16-ounce capacity, 15-ounce weight, opening 2 11/16 inches, height 5¾ inches. We recommend this jar pay Milk price.

Bottle No. 2. Pevely Cheese Jar, 10-ounce capacity, 10-ounce weight, opening 2 3/16 inches, height 5½ inches. We recommend this jar pay Milk price.

General Rules and Regulations.

Section 1. We recommend the Saturday half holiday for the entire season.

Section. 2. We recommend this be changed to read: Work to cease not later than 12 o'clock noon on Saturday during the entire season.

Section 3. We recommend this section remain as at present.

Section 4. We recommend the second paragraph be changed to read: If a shop loses thirty minutes or less during the day men are not to be paid for time lost; but if a shop loses over thirty minutes during the day men are to be paid for all time lost until making good ware.

Section 6. When new ware, or new machine or new blanks and molds are brought into a factory and they have been worked long enough to be in good working order, it shall be the duty of the manager and price list committee to arrange wages and put the machine or press on piece work.

Section 7. We recommend that all journeymen and apprentices be compelled to receive their earnings in full in cash every week.

Section 8. We recommend no apprentices be taken for the season of 1924-1925.

We recommend all other sections remain as they are at present.

Special Rules for Wide-mouth Machine Only.

We recommend that Sections 1 to 12 remain as at present.

Special Rules for Narrow-mouth Machine Only.

We recommend that Sections 1 to 6 remain as at present.

New Rules.

We recommend a minimum wage for day work on all machines.

We recommend that operators receive pay for 75 per cent of all off-ware in excess of 10 per cent of the day's production.

We recommend a 20 per cent increase in all lines of machine ware for the season of 1924-1925.

We recommend an extra 10 per cent on all ware of 40-ounce or over.

We do not concur in the requests of the Manufacturers as presented at the Preliminary Conference.

Respectfully submitted,

EDGAR HANN, Chairman ....Branch 7
SAMUEL LUMLEY, ...Branch 6
CHARLES W. MARSHALL, Secretary..Branch 9

The hour of noon having arrived, following announcements of meetings to be held Monday morning by a number of committees, pursuant to the rules convention adjourned to 1.30 o'clock P. M., Monday, July 14, 1924.

SEVENTH DAY'S SESSION.

Atlantic City, N. J., Monday, July 14, 1924.

Convention was called to order by President Voll and America was sung. Roll call showed all officers and delegates present.

Secretary Jenkins read the following:

Pittsburgh, Pa., July 10, 1924.

President John A. Voll,
Glass Bottle Blowers' Convention,
Odd Fellows' Hall, New York Avenue,
Atlantic City, N. J.

My Dear Mr. Voll:—

Best wishes for a highly successful convention. I trust your deliberations will result in upbuilding the organization and be of benefit to the industry as a whole.

Kindly remember me to your fellow officers and tender my heartiest well wishes to them and to all the delegates. This, of course, includes members of the old guard—Wise Gazams, Grand Gazooks, Worthy Imperial Gazabos an' last but not least—the demure little Gazazzerinos.

Yours very truly,

HENRY W. GAUDING.

On motion, it was received and ordered to be spread on the Minutes.

An appeal from Branch 66, Toronto, on behalf of the relatives of a former member, Joseph Phillips, who died in May of this year, was read and on motion referred to the Committee on Appeals. The letter was dated July 8, 1924, and signed by Charles Jebb, Secretary, and stated it was written because the Branch did not have a delegate in convention.

A letter from Eugene T. Lies, of Community Service of the Playground and Recreation Association of America, regretting he was not able to attend the convention and hoping that at some future time he might be able to, was read by the Secretary.

The Committee on Law announced the conclusion of their work; the report was called for by President Voll, and was read by Secretary Most. Separate action was taken on each recommendation. For convenient reference, those that were discussed will be mentioned in order and then the complete report, with the action thereon given.

REPORT OF LAW COMMITTEE (Discussion)

Biennial Convention.

The Law Committee presented as their first recommendation that Section 1 of Article II should be amended to provide that hereafter Conventions of the Association should be held every two years instead of every year.

Motion was offered by Delegate Dall and seconded by a number of other delegates to non-concur in this, and an animated discussion as to which would be the better, to continue to meet every year or once in two years, was immediately begun. It was taken part in by a large representation. The spirit of the debate can be summed up by saying that it was entirely impersonal, and marked by a desire to determine which would better promote the interests of the membership as a whole.

A synopsis of the different expressions of opinion follows.

Delegate Cleary: I favor the idea of the biennial convention. I do so for the sake of the small branches. Take our own, for instance, which has been reduced from seventy-four members within two years down to probably twenty, next year. We have a long ways to come to a convention. Several other branches in the South are in similar position. To send representatives each year is a hardship on the small branches. We have to pay out a lot of money in order to send our delegates and I believe it would be as well to have our conventions every two years. I believe the resolution from Glenshaw suggested that branches with a membership of twenty-five need not send a delegate oftener than every two years. I do not favor that resolution but do favor a biennial convention. The feed and flow device is making constant inroads in our trade and I believe it would be easier to send delegates every two years rather than each year.

Delegate Walters inquired: Our officials meet the Manufacturers each year. How can the convention once in two years give them instructions for agreements to be negotiated every year? If we change our method of holding conventions, then it seems to me we will also have to arrange for agreements to continue during two years.

Delegate Speake asked: I would like to inquire, what is the object of changing from an annual to a biennial convention?

Secretary Most: The Law Committee talked this over very carefully and thought if the convention were held once in two years only it would eliminate a lot of expense, and that as our officers and Executive Board meet the Manufacturers each year they could continue to do so just the same. We felt we could curtail expense by meeting in convention once in two years. This was talked about before, when the trade was in prosperous condition and the Committee thought it would be a good plan now. We also looked at it from this point of view,—that our President knows conditions in the trade and in his Annual Report he referred to the resolution from Glenshaw and to a convention every two years, and we consider it would be a good idea to try it out.

Delegate Speake: I simply wanted the information. I believe it is well to be economical but there is danger in being too economical. The principle item, that of the delegates' expenses, is borne by the membership at large, through an assessment by which a fund for that purpose is created, and the only expense to the Association is the renting of the hall, printing and so forth. I am of the opinion that even though we look at it from an economical standpoint, it might not be wise to adopt the Committee's report. I believe this Association has an excellent position as to finances, especially when compared with other associations, many of which have expenses one hundred per cent greater than ours. It seems to me if we changed from our practice of meeting annually in convention it would indicate that we were weakening. I suppose the conferees would meet every year; branches would have the right to send in resolutions each year, but delegates could not discuss them; the trade at large could not vote on them. There could not be any amendment to the Constitution except every two years. I believe the President stated in his report that ten thousand dollars had been saved in the last season, which was very good. To my mind our conventions are an education and if it had not been for the convention meeting annually possibly delegates could not carry on the trade union principles in their branches as effectually as they have. I am not ready to go on record for a biennial convention but am opposed to it.

Delegate Lumley (of the Committee): We looked over the Preliminary Conference report and saw that practically Baltimore is the only delegation here that has a right to oppose this. Delegates will notice in that report that Branch 9 sent by far the larger number of bottles and resolutions to the Conference. The Association spends between eleven and thirteen thousand dollars a year for a convention. The Law Committee thought possibly that if it were held every two years that might waken up the branches. They might say, If we don't take an interest we will not have any conventions. The Committee thought this might stimulate interest. Further, a great many questions that come up in branches are decided locally with the aid of the National Office. Considering all these things we thought possibly to meet in convention once in two years would be satisfactory. If the delegates do not agree with the Committee they can reject the recommendation.

Delegate Rihn: Someone spoke about there being a danger of an appearance of weakness. That is not what is back of this recommendation of the Committee, to my mind, but to a large degree it is the idea of the expense to the little fellow; and if we had a biennial convention it would save those small branches a lot of money.

Delegate Hann: I cannot agree with Delegate Lumley that Branch 9 is the only one that has a right to oppose this; Branch 7 sent resolutions in but they do not appear in the report because they pertain to the flows. A big reason in my mind why we should not have the biennial convention is the rapid change in the trade and the many questions that come up for solution. I do not believe the time is ripe to change from our practice of annual conventions to holding one every two years only.

Delegate Lambalzer: I am of the same opinion, although I may not express it exactly the same way. The little branch I represent has twelve members; we were forty-two or forty-three. Each branch the members of which have been displaced by the feeder is in the same position. If we had a biennial convention it seems to me it would show a weakening and I believe it would be equivalent to an indication of weakness. These resolutions were read at our branch meeting and our branch asked me to come here and use my own judgment, and I said I would. I don't want to go wrong, but I must say that I don't think the time is ripe for us to adopt the plan of having a convention only once in two years. The flow and other devices are coming into the trade too rapidly, and we must meet them. It is necessary for the members to put forth some sacrifice, as those who founded the organization did. Suppose our conventions cost more, I would be willing for one to go down in my pocket and contribute in order to try to build up our organization on a basis and to a point where our fathers had it. It has been said that some of our members are indifferent; I have never been and don't want to be so considered and I think we must have the convention meeting annually, and as one old-timer I would be willing to contribute and say to my brother members—Let us help the convention. We will be casting our bread on the water. I think we should give this very serious consideration.

Delegate Dall: This recommendation for a biennial convention has some good features I believe but I also believe the bad features overbalance. Our trade is going through a revolution. Our officers can hardly keep their fingers on the multiple changes. Factories change from hand blown to machine and then to flows practically overnight. If we were to have our convention only once in two years—I suppose we could send in grievances and resolutions the same as now and they would be acted on in the May Conference and the Final Conference the same as they are now, but I firmly believe it would be a detriment to the organization to hold conventions only once in two years. True, some other unions do that. Bricklayers, for instance, hold conventions every three years but their conditions and wages are settled locally. We legislate for the entire trade, and the man who has good conditions and a pretty fair job to work on makes pretty fair money; the fellow who doesn't have equal conditions makes poor money.

Some branches say they cannot send a delegate, because their members are too few in number, or through lack of work, while other branches as badly off do send delegates. Sometimes the indifference of members is because they do not see two dollars come back to them every time they pay two cents in trade assessment. Sometimes you hear blowers say they are assessed heavily, but you always find grumblers everywhere—and sometimes those same grumblers are the best fighters when it comes to a show down.

Delegates who come to a convention yearly can present their grievances and get into touch with other delegates and learn about conditions throughout the trade, which is a great advantage. This is an educational body. Sometimes delegates come thinking they can do certain things, but after they try it or meet with a few criticisms they find they are not playing marbles with their own family at home but they have to play the international game according to its rules. I realize a biennial convention will save us some money but, gentlemen, these branches that continually send in excuses for not sending delegates wouldn't send delegates if we held conventions once in two years or once in ten. One of the delegates here told me that in the branch to which he belongs after they got through paying the one per cent extra assessment the members continued that and put the additional money into the branch treasury to pay expenses of the delegate here. Then they had to dig down into their own pockets and pay two dollars or two and a half apiece. Those men had the interest of the Association at heart. He had to come many miles and we had excuses from branches that did not have to come a third as far. If you pass it on to two years it will be the same old story. I can't see where having a convention biennially will result in any good..

Vice-President Maloney: It is rather a drastic change from the law and custom to have a convention only every two years. Most of the speakers are opposed. I am in favor of it. It is time. In every convention I have attended I have always been given a hearing and an opportunity to express my sentiments on every question affecting the fortunes of the Association and its members. I recognize the logic in what most of the speakers said and can agree with their sentiments. Personally, everything else being equal, I agree absolutely in the one-year convention. There are many arguments in its favor, and I have made them myself in gatherings of working men. Meeting together every year, exchanging ideas, forming friendships—it seems to me there is a bond that should exist between workers in general, and it is emphasized and cemented by our coming together in session every year. But I am in favor of trying the two-year conventions, and this for only one reason—that it is economical, a matter of money and nothing else.

When a man's income is reduced he has to reduce his expenses, whether he likes to do so or not. There naturally is a chance for a difference of opinion here. That is what we are here for, to discuss differences of opinion. In this case it is a matter of money. I believe our convention costs the National Association approximately $15,000. Possibly it costs branches in the neighborhood of $10,000—together, $25,000. A few short years ago we could have raised $25,000 overnight; it would be a mere bagatelle to this Union; but not today, I am sorry to say. We are going through an evolutionary or transition period. I agree too that there may be danger of too much economy but from my own viewpoint as an officer and member of the Association who has had some experience traveling around through the country, I believe it would be for the best interests of all to try it for a couple of years anyway. We have come through the worst part of transition in bottle making, from hand work to machine, but the struggle is not finished as yet. I think it would be good to give the National Association a chance to gather a little more money together and it will give branches a chance to get ahead. You will see a suggestion later on to increase the assessment in the death beneficiary department, and we want to reduce every way we can the expense of the individual member and this proposal is an endeavor in that direction. I agree that it might appear to be a confession of weakness, but what is the difference how it appears to the outside when we are in accord and have courage to undertake to meet problems in the best way that our judgment points out? You have heard a good bit said about indifference among the membership. We are getting away from that.

My friends, my own personal opinion is as I have stated, but you are supreme and the question is up to you to decide and to say what shall and what shall not be the law. I consider that as an officer of the Union I would be failing in moral courage if I did not express my opinion to you, and I would not be fulfilling my responsibility to do everything in my power to promote your best interests.

As I said in the beginning I believe in the principle of the yearly convention. No one believes more strongly in that than I but the situation is a financial one, and I feel in duty bound to give you my opinion and at this time I do believe that it would be best for all concerned for our Association to make a trial of the two-year convention. However, it is for you to decide and I do not ask you to be influenced by me.

Delegate Egan: I am absolutely opposed to the report of the Committee. The small branches do not pay any more proportionately than the larger ones, and I don't believe it is necessary to have a lot of assessments in order to continue to hold our conventions annually. Most of us remember when there was an assessment of ten per cent and during the strike in South Jersey it went as high as fourteen per cent, and it was paid. Of course it would be hitting the Association pretty hard to have assessments like that now, but they are not necessary. Talk about cutting down expenses, I have been attending conventions during eighteen years. At first delegates received forty dollars as an expense fund; that has been changed to seven dollars a day at present and what they get in addition from the branches. I say, if you want to be good sports let us cut down the expenses of delegates. The Association has been a benefit to me continually ever since members of it helped me in the glass house when I was ten years old. It is a great education to attend these conventions. I think it would be a sign of weakness to meet only once in two years. Manufacturers would say, You haven't many questions to decide surely when you are only getting together every two years.

Delegate Branin: I question very seriously whether our men would be in favor of holding our convention biennially, but some things should be seriously considered in the adoption of the law which has been reported. One is the indifference which has been mentioned as existing in several branches. It is a question whether giving up the annual convention would not increase that indifference and make it more difficult to collect the assessments. On this subject let me remind the delegates that some of them do not know what assessments are; we have paid sixteen dollars at a time and didn't give it any thought, but it would be difficult to do that now. At the same time I think the matter of economy might be carried out in some other line. If we kill the enthusiasm of the members at home it will create greater indifference. If you agitate the question of assessments in a business-like way in branches there will be no trouble collecting them according to our laws.

I am not in favor of a biennial convention but would rather approve of meeting every year. I think to change to a biennial convention would make more trouble than any other step you could take just now; it would have a tendency to create indifference. By meeting annually and keeping our membership in touch with what is going on in the trade there would be a better influence exerted, and it would be far better than a biennial convention.

Vice-President Maloney took the chair and President Voll spoke as follows,—

BIENNIAL CONVENTION

By President Voll.

It is not my purpose to talk at length on this question. All that has been said on the subject is good. It applies to the practice of a labor organization as we know it. No one believes in an annual convention more than I. I don't know that there is any one who realizes the benefit received from it more than I. But we are in a state of transition in the bottle making trade. We have been going through evolution since 1904 when the automatic machine came in and evolution was going on before that when the semi-automatic first came in. The condition of the trade was different then from what it is now.

When I commended this proposition in my Annual Report for your consideration and action, one reason I did so was because of the attitude of indifference of some of our branches. Men here have spoken their own sentiments, from their hearts, when they have declared their interest in the Association and indicated their loyalty and willingness to sacrifice; but they are individuals and made those expressions as individuals, and their sentiments did not represent in all cases the feeling of the branch, I am quite confident. Secretary Jenkins and I each wrote to a number of branches prior to this convention and urged them to send delegates,—some branches that had always heretofore been represented. Then we have this resolution from Branch 76, which asked that all branches with not more than twenty-five members be excused from sending delegates annually and be only required to send them every other year.

You heard me speak, in my Annual Report, of the change of mind by some of our men in regard to the machine, and it is often difficult to get a meeting of a branch. A change has taken place and we are bound to recognize it. There has been difficulty in collecting assessments; some old members have said they would not pay assessments unless we had jurisdiction over the machine, even when the company recognized the Association and paid wages and scale accordingly. Some members have insisted that jurisdiction could not be given unless it is put in writing. It is true that a good many delegates do not know much about paying assessments; in the years that I worked in the Flint Union I paid from two to fourteen per cent, and paid it willingly. We were building up the organization and felt it was our duty, as it truly was, to pay whatever assessment was required. The same condition prevailed in the Bottle Blowers' Association. But do you see that spirit in evidence to-day? The younger men have received on a silver platter the benefits acquired by sacrifice and constant upbuilding on the part of the pioneers. This has brought about indifference.

The expenses of the Association have been spoken about. There is no organization in the United States that is run more economically than the Glass Bottle Blowers'. I can demonstrate that by figures if it were necessary. We have been careful, as I stated in my Report, to introduce economies and have done that in a way that would not interfere with the efficiency of the work of your Association or its dignity; and I would not suggest a biennial convention if I thought that would interfere with the efficiency of the work.

It is for you to decide what shall be done for the best interests of the organization. It is my duty to suggest what I think would be best. The Chicago convention cost the Association $15,488.22, leaving out the expense of delegates, which is arranged by their respective branches. That would approximate $100 apiece probably and add, say $7,000,—which would make $22,488.22. We figure that with a biennial convention the extra assessment would not be levied for one year at least, in the months of March and April, and that the $100 given to each delegate would relieve branches of a financial burden, if we may so term it, and as a good many of the membership term it. That would be eliminated for one year. The question of whether holding the convention once in two years would work out successfully would have to be determined by trial. When we discussed this at an Executive Board meeting in mid-winter we thought it would be well to try it out and show the rank and file that the official family was doing everything possible to keep down the expense of the Association, so that it could function with as little financial burden on the membership as possible.

Whether it is the wise thing to do is the question, but we believe it is. We talked it over conscientiously and seriously. If it goes back to the rank and file possibly they may think it over during the coming year, but in the meantime they will have the same expense as heretofore. What I am thinking about now is this, As some of the delegates said, we need more enthusiasm in the branches. How are we going to get it? The office has been using discipline. It has been using appeal. It has been practicing diplomacy, wherever necessary. We do need enthusiasm and a little more of that old-time spirit. How are we going to create it? It's a big question. It involves the men at home —the individual membership and their families and requires serious consideration and a view of economic conditions. I lay it before you as your chief officer. If you think it is not the time to adopt the biennial convention it is for you to decide. If you think it is time, that is also for you to say.

Delegate Scully asked: In taking up questions in conference with the Manufacturers Association which will meet every year, suppose we are asking for an increase in wages or have grievances that ought to be corrected, or questions which should be settled, how will they be taken care of, if the convention meets but once in two years? Will our officers use their best judgment in conference; or will all those questions be settled every two years? What would be the practice?

President Voll replied: The Chair has in mind that conferences will continue to be held the same as they are now. Also, if the biennial convention were adopted that notices of a demand for increase in wages, or grievances to be corrected in a plant, whatever they may be, would be sent in to the national office the same as they are now. I venture the assertion that your officers would fight as hard for an increase in wages in the years that there was not a convention, if opportunity offered or there were requests from branches, as in the years when there was a convention.

Delegate Walters: Would this affect the yearly agreement?

President Voll: Not at all.

Delegate Walters: As chairman of the business committee of Branch 47 I believe I heard that the Manufacturers Association had disbanded probably before you did. I heard it twenty-four hours after. The superintendent came in and said, "I have one on you, you are licked. The Manufacturers Association has disbanded." Then we heard that we would meet every two years and he came around and said, "Now we have got you fellows with your noses to the grindstone. How will you settle your grievances when you meet only every two years?"

President Voll: Let me point out the fallacy of that position. We will reverse it and say that instead of them having one on us we had one on them, and they recognized that. The Manufacturers sent a special representative to the National Office to notify us of the dissolution. It was two or three weeks after they dissolved before we knew it. This representative said, "Of course this means that we are entirely dissolved. There is no longer any National Bottle Manufacturers Association. The contract we entered into with you last August is dissolved. You can do as you please. You can attack any plant that you wish. If you want to raise wages in any plant and force the plant to close down, that is your privilege because there is no contract; we have dissolved. There are no strings tied to it but we assumed when we dissolved that your Association would carry out that contract." And we said they had assumed right and that we would carry out the contract. So long as we are organized in a body and they are not organized as an association, we have one on them—they have not one on us. If we wanted to center on any one plant, we could do so, and put it out of business; but we do not want such a condition as that to prevail. As to having a conference with the flow and feed manufacturers, I think we are going to have one. I am inclined to believe there will be one—possibly the biggest Flow Conference we ever had.

The Office has led the way in the matter of economy. As Executive Officer Campbell said in his report, we have cut to the bone in every way possible and kept down expenses. We have accomplished something in that line as you can see by the reports; yet we have not impaired the efficiency of the Association, neither have we been stingy. You will notice in the contributions to the American Federation of Labor, The Peoples' Reconstruction League, The Federal Council of the Churches of Christ, the Non-Partisan Political Campaign, and other bodies directly helpful to the labor movement, that we have been generous. This leaves our Association in a first-class position in regard to progressive matters in our country. Delegate Dall knows from looking over the list of contributors which was passed around in the convention at Portland, that the Glass Bottle Blowers organization stood pretty high.

We give these thoughts for your action, and in your interests. Whatever you do I am confident you will do believing it is for the best interests of the Association and we will abide by your action.

Delegate Scholes: The thought was expressed that some of the delegates were giving their personal opinion of what would happen if our conventions were to meet biennially, and also that the subject ought to be considered in conference. I have wondered if it might not be the better part of wisdom to refer this question to our branches to consider and then be decided in the next convention.

Delegate Marshall: I have rather held back in speaking, having listened to our president and vice-president, because we appreciate their efforts toward economy; but we are representing not only our own personal opinion, but our branches.' I did not have an inkling of the question until President Voll read his Report and I think the time is rather short to think it over, and we hesitate how to vote. But I am afraid this biennial rule, if adopted, would increase indifference rather than stop it, and that our members will feel they are not receiving proper protection.

It has been said that it is hard to collect assessments and branches have had to be urged to send delegates, and we are informed that it may be necessary to increase the death assessment, but I still think it would be rather hasty action to vote now to change the practice of holding conventions. I feel I would have to oppose it now. Possibly in another year we might see things differently.

President Voll: This question could not be referred to a referendum; you can vote yes or no. As some of the delegates have said, they do not know just how to vote, and it is their privilege to say so, and action can be postponed if the delegates so desire, but it cannot be postponed for the purpose of having a referendum.

Delegate Hann: There was action of that kind taken in the Chattanooga convention, where a motion relating to the death beneficiary department was withdrawn for a year and then decided in the Montreal convention. Possibly the same action might satisfactorily be taken here.

Delegate Speake: I am opposed to a referendum, but I think the suggestion of Delegate Scholes a good one. We could tell our members at home that this question was up and is to be decided in the next convention.

President Voll: That would mean that you would hold the annual convention next year the same as heretofore and in it take action as to meeting in the future.

Delegate Essex: I am heartily in accord with my brother, Delegate Scholes. We could keep eight or nine hundred dollars in Branch 9 instead of sending delegates if the convention were to meet biennially. I think it would be well to let the question go to the trade at large for consideration and then in another convention decide it and not have the delegates here shoulder the whole responsibility.

Delegate Egan: I am not in favor of referring this to the membership at large, because we are in a position to vote intelligently today. At the end of a year we would be no better fitted to act than we are now. I hope, from the point of view of the educational advantages of our annual convention, that we will vote on the Committee's report today and decide to continue to hold our conventions annually.

Delegate Brookes: I feel the same as Delegate Egan—that we can settle the question right here. I am ready to vote. I am ready to concur in the report of the Law Committee for this reason, I firmly believe for myself, and think I am voicing the sentiments of my own branch when I say that the time has come when we should study economy. In my branch we have gone this year from one hundred and twenty to about sixty-five members, and only half of those sixty-five worked more than seven months. A brother died up in Montreal; unfortunately, he had no money, and before our branch could pay his funeral expenses we had to send to the National Office to borrow $260. The Office loaned us that amount. If they had refused we would have had no delegates here, because we didn't have the money.

Secretary Jenkins: Let me correct what may give a wrong impression. Delegates Brookes' Branch did not borrow from the National Office, we advanced $260 out of $500 due from the death beneficiary department.

Delegate Dall referred to a conversation with the manager of the factory shortly after the Manufacturers' Association dissolved. Mr. Garwood asked me, what do you think of that? The agreement from last summer does not operate. I said, I think you pulled a bone. We can go in and lay our sticks down any time we please. But I don't think we will. You manufacturers will live up to the agreement the same as you always did, and so will we. You need us as badly as we need you. We can't get along without you and you can't get along without us.

Delegate Rihn: The new section offered by Branch 76, Glenshaw, that branches having less than twenty-five members shall not be compelled to send a delegate more than once in two years, just about covers this whole question. At one time we had two hundred and forty-nine members on our books. Today we have twenty-two, of whom ten are packers. They contend they should not have to send delegates to a convention.

Delegate Rihn gave an interesting statement of assessments required to be paid on earnings of $1500 per year together with the expenses incident to running the branch and compared those with other crafts, for instance, the carpenters.

Treasurer Halton: I have listened attentively to the discussion and know how the delegates feel. The subject was thoroughly discussed by our officers, but I did not know that President Voll was going to submit his judgment on the question to you, until he read his report. May I say to you men that he as leader of the organization understands conditions in every branch and he knows how the membership at large feel about assessments. He has seen fit to present the question to you and you should discuss it. You are not only voting for yourselves, but the men back home who have to bear the burden so far as trade assessments go. Personally, I cannot figure out how it would work any injury to the Association to try the plan of meeting biennially in convention. It could be changed to annual meeting in future if that should be thought desirable. Branches that feel they cannot send a delegate every year might think they could send one once in two years.

Delegate Donnelly: I am deeply interested in this important subject. We discussed it in our branch in one or two meetings. It has always been a hard task to get many members together but we used to have more enthusiastic meetings and there was a better feeling than has existed in the past few years. Personally, I think this convention should commend President Voll for his suggestion. He is interested in the welfare of our members, he has his fingers on the pulse of the organization, and wants to keep it in the best condition possible. Personally, I do not know how to decide this question. I do not like to see the annual convention done away with, but I do like to see everything done to assist the Association and I am willing to help to the best of my ability.

In our branch we have discussed expenses. My position has always been this—I would like to know where it is possible for a man to invest in any one year thirty, forty or fifty dollars and get twelve,fourteen, or fifteen hundred in return. Is there any other place in the world that you know of where you can invest that amount of money and get so large a return? Men have always complained about paying too much money, even when we paid 1 per cent. All the money I ever paid to the Association repaid me one hundred fold, and the Association was responsible for the good things I have got out of life.

We have the machine problem to meet and it is the greatest one that any association ever had| In my opinion a great deal of the indifference spoken of is due to the encroachment of the machine. It is discouraging to see an iron man come in and take work away from the human man. Men become disheartened at that. But the machine is coming in in every trade. The time will come when the things that now threaten to destroy us will be to our advantage. I believe it will be necessary for workers to have absolute control of industry because of the introduction of labor-saving devices, and a reduction in hours will be necessary.

Delegate Donnelly gave a very interesting summary of the advances that have been made in many parts of the industrial world and the enormous increase of machinery. He added: When a machine comes in for a time it decreases the number of men employed; then later it increases employment. Following that, there comes a time of over-production, which can be remedied by shorter hours. But the machine coming in tends to create indifference among members in every trade union. It is said that it is possible for a man of average intelligence to learn to operate in a few days a machine that will do certain definite work; it has been estimated that he can learn what almost amounts to two trades in one week; there are fifty-two weeks in a year—and that would mean he might acquire one hundred and four trades in one year.

The question being called for, Chairman Maloney put the motion to non-concur in and reject the recommendation of the Law Committee, to hold conventions of the Association biennially.

On a viva voce vote the Chair was in doubt. A roll-call was asked for by more than the required number of twenty delegates. This being taken the motion to non-concur was shown to be lost by 37 nays to 32 yeas. This not being a two-thirds majority, required to change the Constituton, the Chair ruled that the amendment proposed by the Law Committee could not be put into effect and that under the Constitution it would be necessary to meet in annual convention in 1925.

For the motion to non-concur: Delegates Lester Moore, Branch 3; John W. Egan, Edw. Wilson, Branch 6; M. S. Branin, Jos. Scholes, Harry Ewan, Wilson Chard, Wm. Loder, Isaac Corson, Sam. T. Carter, Ariel T. Parsons, Edgar Hann, Walter Wallace, Branch 7; Clarence Essex, Geo. W. Speake, John Butz, Chas. Marshall, John Griffin, Claude Greiner, Geo. Minnick, John J. Dall, Branch 9; Otto Itchek, B. J. Napolski, Branch 34; Stacey Carter, Branch 36; Frank Lambalzer, Branch 37; Geo. H. Walters, Branch 47; Lawrence Turner, Wm. Mills, Branch 60; Gay Anthony, Branch 102; Wm. Heinegger, Branch 118; Frank Carter, Branch 120; Thomas F. Scully, Branch 133. Total 32.

Against the motion: Delegates Jacob Reid, Branch 1; Jacob Rohrbacher, Branch 5; Samuel Lumley, Daniel Bradford, Branch

6; Geo. W. Most, Branch 8; Silas Carmelia, Branch 10; Wm. C. Connolly, Branch 12; J. H. Larocque, Charles Brookes, Branch 18; Richard Schultz, Branch 20; Theodore Paige, Branch 24; James Donnelly, Richard Powers, Branch 26; Harvey Winn, Branch 27; Wm. Boyd, Branch 35, Charles Hummell, Edw. Merchant, C. W. Miller, Branch 38; Wm. V. Sullivan, Branch 55; Albert Mahr, Branch 57; S. D. Conner, Branch 68; Alfred Crist, Branch 70; Carl F. Swanson, Branch 75; Albert Rihn, Branch 76; Frank L. Dahm, Branch 78; John S. Roberts, Branch 80, Conrad Mantz, Branch 81; Carl Smith, Branch 86; Roy Cleary, Branch 92, Chas. E. Thompson, Branch 94; Wm. S. Grine, Branch 95; Clarence D. Bowser, Branch 98; Louis Colin, Harry T. Kinney, Branch 105; Ralph Tozour, Branch 110; Wm. P. Fox, Branch 112; Wm. Gable, Branch 129. Total 37.

Delegate Dall offered a motion that the National President be requested to send to the trade the amendment proposed by the Law Committee, that conventions be held biennially instead of annually sometime prior to the issuance of the official call for the 1925 convention, in order that branches can discuss the question and delegates be in a position to vote on it intelligently.

This was seconded, but President Voll ruled that it was not necessary for the reason that there has been ample discussion and each branch can read that in the official minutes and present it to the members for discussion. They can also read the suggestion of the President in his Annual Report and from that and the different opinions expressed in the discussion, thoroughly understand the question.

The Law Committee then recommended the adoption of an amendment offered by Branch 10, Royersford, that conventions shall continue during eight days only, and on motion this was concurred in.

Delegate Carmelia explained that Branch 10 believed eight days would be sufficient for the transaction of business and effect a saving to each branch in the expense of sending delegates.

On an amendment that members who hold exemption or withdrawal cards should pay fifty cents annually toward branch expenses, there was also discussion, following a motion to adopt.

Delegate Dall said: That sounds good but can we collect fifty cents dues from members who hold exemption or withdrawal cards? It is optional under the law whether they pay dues or not.

Secretary Most: One dollar was suggested in another resolution. The Law Committee felt that exempted members ought to be willing to pay fifty cents per year toward branch expenses. That would not pay for the time of the Secretary in sending notices, and if a man is not willing to pay it then he ought not to expect to participate in death benefits.

Delegate Rihn: Branch 76 adopted a rule which requires exempted members to pay one dollar a year. Out of thirty-six letters that were sent, notifying them of this rule, twenty-eight men sent their assessments promptly. We have wondered if, when we accept money from them our withdrawal or exempted members are not really entitled to have a voice in all Association affairs, including the death beneficiary department. In effect they will be paying a tax and are they not entitled to representation or a voice?

Delegate Lumley (of the Law Committee): We think every member of the death beneficiary department should pay that sum if he holds an exemption card.

Secretary Jenkins: The point I want to know is, what hold have we on men who hold withdrawal cards if they don't belong to the death beneficiary department.

Secretary Most: This amendment applies to all members who hold withdrawal or exemption cards and also belong to the death beneficiary department.

Delegate Scholes: My idea is that a man who takes out a withdrawal card does so because he is leaving the trade; that is the only reason for taking it, unless he goes back to the Flints. That should be the only reason why a man who holds a withdrawal card should expect to continue his membership in the death beneficiary department. If he leaves the trade I don't think he should belong to that department.

President Voll: Suppose a man has worked at the trade thirty years and decides to go into some other business; he has taken out a withdrawal card and is not coming back to the trade, but wants to remain in the death beneficiary department; shall we prevent him?

Delegate Scholes: If he wants to he can with an exemption card, but not with a withdrawal card, I would say.

President Voll: The difference between an exemption and a withdrawal card is that with the former it is easier for a man to come back into the Association while with a withdrawal card he has to be taken in the same as he was at first, if the card is more than one year old. The member holding an exemption card continues technically a member of the Association. A man holding a withdrawal card has severed his connection with the Association entirely. Under Section 9 of the death beneficiary department he is entitled to death benefits providing he pays to the branch where he was last enrolled all death assessments accruing, within thirty days from the date of the notification thereof. Failing to pay, he shall be suspended.

Delegate Thompson inquired: Could one of our members be transferred from our organization to the Flints and keep up his assessments in the death beneficiary department? I asked for that information on an occasion and understood that he could not.

President Voll: There was a time when that was not permitted, but it is now and has been for some time, since the Peace Agreement.

Delegate Walters: Is there not a clause in the Constitution that a man holding a withdrawal card and who wishes to continue in the death beneficiary department must pay his death assessments to the branch which issued the card? also, that exemption and withdrawal cards are practically the same? He then cited the case of a man who took a withdrawal card; the branch issuing it paid assessments; the man afterward deposited it in another branch the secretary of which notified Branch 47 to strike his name off the books. He inquired, how are you going to keep track of a man who holds a withdrawal card, carries it in his pocket and afterwards deposits it in another branch and is accepted as a member? The branch which accepted him sent his card back to the branch that issued it but did not remit the money it had paid on his account.

President Voll: The branch which issued the card should have been reimbursed all the money it advanced.

Secretary Jenkins: A death claim came in from Branch 81, Chicago Heights, and we honored it. Afterward the St. Louis branch notified us that they had paid death assessments on that member to the extent of $15. Branch 81 had also paid them so they were paid twice to the National Office. We reimbursed the one branch. I could cite many cases where a branch issued a withdrawal card and kept up the assessments; afterward the member holding the card applied for and received membership in another branch, and at once paid all back assessments. In such a case as that you will perceive the National Office received those assessments twice. I think the practice should be that when a man joins another branch after he has an exemption card, that card should be returned to the branch which issued it so that proper notation could be entered on the card and the amount properly due the National Office remitted.

Delegate Mahr: In our branch we have a practice prevailing of carrying along members who hold exemption cards, and paying their death assessments.

President Voll: No branch has a right to accept a withdrawal card unless it knows that all conditions have been complied with and has verified that itself by communication with the branch which issued it. The rule is that a member who holds an exemption card shall pay all death assessments to the branch that issued it.

Delegate Dall: Branch 9, Baltimore, has been doing the wrong thing because when a man brought in an exemption or withdrawal card we figured up how much he owed for past dues and when the money was all collected I sent it in to Secretary Jenkins on one of the remittance blanks of the death beneficiary department and wrote the man's name on there. I should have sent that to the branch that issued the card; is that the idea?

President Voll: Yes. That is why some branches have gone down financially,—they have carried their members but the money they expended was not returned to them.

Secretary Most suggested there might be some confusion by reason of the last paragraph of Section 7 which provides that on acceptance by any branch of withdrawal or exemption cards the cards should be cancelled.

President Voll: When a branch receives an exemption card it should immediately communicate with the branch which issued that card, in order to see what the standing of that man is. Without doing that it has no right to accept an exemption card.

Delegate Kinney: In our branch we had a lot of contention and difficulty on account of exemption cards and now we do not issue them but mark a member "exempted" on the books.

Delegate Minnick: Are we to understand that if a man comes into a branch with an exemption card, that branch is not to accept it until after it hears from the branch that issued it?

President Voll: Yes. On several occasions we have ruled that no branch has a right to accept an exemption card until it has communicated with the branch that issued it and learned that everything is right; but in case there is a place to be filled the Factory Committee has a right to use its judgment and let the man go to work if in their opinion that is the right thing to do.

Executive Member Campbell: I am in favor of the recommendation of the Law Committee that all exempted members shall pay fifty cents a year to their respective branches. This rule will not work any hardship but will be a protection.

Delegate Hann: Under the present rule a member who holds an exemption card has the privilege of attending branch meetings, but has no vote; would he have a vote if he paid the fifty cents a year?

President Voll: No, he would not have any vote.

Delegate Marshall: Would that not be taxation without representation?

President Voll: He is taxed only for his own personal expense which the branch incurs and which is more than that amount a year.

Delegate Carmelia: That amendment came from our branch. Our Secretary has to write to seventy-five members a month and sometimes has to write two or three times and our branch has stood good for that.

Delegate Egan: Does that fifty cents go to the national treasury or to the branch?

President Voll: To the branch.

The subject of the payment of death assessments by men who hold exemption or withdrawal cards, and the advisability of requiring them to pay fifty cents a year into the treasury of the branch which issued the card to them was further discussed, briefly, by Delegates Itchek, Loder, Walters, Sullivan, Lumley, Dall, Speake, Winn, Schultz, Lambalzer, Egan, Roberts and Cleary, Vice-President Maloney and Secretary Jenkins.

On the motion being put the amendment that "All members holding exemption or withdrawal cards must pay the sum of fifty cents yearly to help defray the running expenses of the branches to which they respectively belong," was adopted unanimously.

An amendment from Branch 76 that branches with a membership of twenty-five need not send a delegate to a convention oftener than once in two years was, on motion, unanimously agreed to, rejected.

On motion an amendment increasing assessments in the death beneficiary department from ten to fifteen cents was concurred in and adopted.

Discussion was had on an amendment to provide that the Financial Secretary of each branch must send to the National Secretary the name of every member over sixty years of age who has taken an exemption or withdrawal card and wishes to be relieved from the payment of death assessments, together with the number of the last death assessment.

President Voll said: It is absolutely necessary to adopt this amendment. The experience of the National Office in many cases clearly shows the need of that. Just recently a claim came in for a member who it was said came under the sixty-year law. We learned that he had been exempted in 1913 which was one year before the law was adopted which exempted members over sixty years of age, and he had never paid any assessment since 1913;

hence, he was in bad standing before that law was enacted. We have asked the branch which sent it to explain how the claim happened to be sent in. You can readily see that unless we have the name of the member and the number of the last death assessment paid by him we are not in position to know that the claim is lawful and we are bound to reject it if it is not, according to law. Another thing that requires careful attention on the part of Branch Secretaries is when men who have passed their allotted three score and ten and have been out of the Association many years, endeavor to pay arrearages and be admitted to the death beneficiary department. The rights of the Association and its members ought to be protected in such cases.

On motion, the amendment was adopted by unanimous vote.

The report of the Committee on Law with the action taken thereon by the Convention, as a whole, follows:

REPORT OF THE COMMITTEE ON LAW

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Law, appointed by the President of this Association, have taken up the proposed changes and amendments submitted by the various branches and after due deliberation on all questions involved therein, recommend that the following changes be made to our Constitution and By-Laws.

(1) That Section 1 of Article II be amended by striking out the word "annual" and inserting the word "biennial."

Section 1 of Article II as thus amended to read,—

> This Association shall hold a Biennial Session, beginning on the first Monday after July fourth of every alternate year, the place of meeting to be decided upon in the Biennial Session.

This to apply, also, wherever in the Constitution the word "Annual" occurs in connection with Convention.

This was not concurred in by a rool call vote of 37 to 32. Forty-six votes being the necessary two-thirds requisite for a change in the Constitution, the amendment does not become operative.

On the amendments offered by Branches for action by this convention we report as follows:

(2) On the amendment offered by Branch 3, Streator, Illinois, proposing that it be made optional with members of the glass factory employes' department whether they will participate in the death beneficiary department,—we report adversely.

On motion the report of the Committee was concurred in and the amendment rejected.

(3) On the amendment offered by Branch 10, Royersford, Pa., that Article II, Section 3, be amended to provide that conventions of the Association shall sit for eight days in future, instead of ten, we recommend adoption, believing that if the convention is held annually it will be possible to transact all its business during eight days.

On motion this amendment was adopted by unanimous vote.

(4) On the amendment of Branch 10, Royersford, Pa., to Section 7, Article V, which proposes to grant members an exemption card on the first day of October of any year if they have no prospect of employment and pay all arrearages, and, if requested by the branch, paying a yearly due of fifty cents, the Law Committee reports adversely and offers the following substitute:

That Section 7, Article V be amended by adding:

All members holding exemption or withdrawal cards must pay the sum of fifty cents (50) yearly to help defray the running expenses of the branches to which they respectively belong.

On motion adopted unanimously, after discussion.

(5) On the amendment submitted by Branch 76, Glenshaw. Pa., that branches having a membership of twenty-five need not send a delegate to a convention oftener than once in two years, we report adversely.

On motion, report concurred in and amendment rejected.

(6) We also report adversely on the new section recommended by Branch 76, Glenshaw, Pa. This in brief proposes that members holding withdrawal or exemption cards continue as members of the branch with dues of One Dollar ($1.00) per year. That changes in the death beneficiary department must be proposed by March 31 and a copy sent to each branch, branches to hold a mass meeting and members not attending to be fined two dollars ($2), one dollar of which shall be forwarded to the National Office.

The Committee is of the opinion that these provisions are not needed.

On motion, report concurred in and proposed section rejected.

(7) The Committee recommends that Section 1, Appendix, Death Beneficiary Department, be amended by striking out the word "ten" in the fifth line and inserting the word "fifteen," the Section to read,—

Section 1. All members must participate in the Death Beneficiary Department of the Glass Bottle Blowers' Association of the United States and Canada, and they shall pay the sum of fifteen (15) cents for each death within thirty days from the date of the notification of each and every assessment levied for death purposes, except as provided in Section 2.

On motion, adopted; only two or three negative votes given.

(8) The Committee also recommends that, in conformity with the former amendment Section 5 be amended by striking out the word "ten" in the second line and inserting the word "fifteen"; the section then to read:

Section 5. Each branch shall pay over to the General Secretary fifteen cents per death for each and every member on its roll book within thirty days after due notification shall have been issued by the General Secretary, except as provided in Section 2.

Adopted,—and wherever "ten cents" appears in connection with death assessment change to be made to "fifteen cents."

(9) The Law Committee recommend that Section 12 of the Death Beneficiary Department be amended by adding to the third paragraph thereof—

He must also send to the National Secretary the name of the member over sixty years of age who has taken an exemption or withdrawal card and wishes to be relieved from the payment of death assessments, and the number of the last death assessment paid by him.

Section 12, in paragraph 3 as thus amended to read:

The Financial Secretary of each Branch shall keep a correct account of the acumulated assessment of each member referred to in this section. He must also send to the National Secretary the name of the member over sixty years of age who has taken an exemption or withdrawal card and wishes to be relieved from the payment of death assessments, and the number of the last death assessment paid by him.

On motion, adopted unanimously.

Respectfully submitted,

SAMUEL LUMLEY, Chairman	Branch 6
JACOB ROHRBACHER	Branch 5
CHARLES E. THOMPSON	Branch 94
RICHARD POWERS	Branch 26
GEORGE W. MOST, Secretary	Branch 8

Chairman Griffin stated that the Committee on Sister Organizations were ready to report and Secretary Reid read the findings. These were, on motion, unanimously agreed to and adopted without discussion, as follows:

REPORT OF COMMITTEE ON SISTER ORGANIZATIONS.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

We respectfully present the following for your approval:

Of our affiliations with other organizations the American Federation of Labor comes first in esteem. The problems confronting organized labor are many, and concerted action is necessary among us in order that we may uphold our rights and privileges as free men. Well-considered action carried out in sane methods and constant effort are the factors that will bring success. We should bear in mind that non-union, or open shops, are being used to combat organized labor and hence we should always be ready to take our stand when active measures are required.

We urgently advise each delegate on his return, to take up these questions with the members of his branch and encourage them in every way possible to take an active interest in national and central labor bodies, so that there may be no question as to where organized labor stands.

We further urge the delegates and through them all the members of our Association to be prompt to align themselves with educational movements such as churches, public libraries and new schools for children. In education lies our hope of ultimate success.

We are glad to note the harmonious relations between the American Flint Glass Workers' Union and our Association and that all issues which have arisen between them have been amicably settled by the respective officers. With this harmonious co-operation there has come success for both organizations. We urge all our members who may be at any time called on to make ware under the jurisdiction of the Flint Union to insist on receiving and to comply with its prices and working conditions.

Respectfully submitted,

JOHN GRIFFIN, Chairman	Branch	9
CARL SMITH	Branch	86
GAY ANTHONY	Branch	102
ALFRED CRIST, JR.	Branch	70
JACOB C. REID, Secretary	Branch	1

The Committee on Finance reported through Chairman Speake and Secretary Itchek, the latter reading, and on motion, by unanimous agreement the report was adopted as follows:

REPORT OF COMMITTEE ON FINANCE

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Finance beg to submit the following for your consideration and action:

(1) We recommend the payment of fifty dollars ($50) to the Janitor of Odd Fellows Hall for services rendered during the convention.

(2) We recommend that the Outside Sentinel be paid seven dollars ($7) per day for his services and five dollars ($5) per day for expenses.

(3) We recommend that the salaries of the National Officers remain the same as last year.

(4) It is gratifying to note that the funds of the Association have been so carefully conserved during the past year. As we believe the policy of the officers is to conduct the business of the Association on as economical a basis as possible, we recommend that this policy be continued.

Respectfully submitted,

GEORGE W. SPEAKE, Chairman	Branch 9
FRANK LAMBALZER	Branch 37
FRANK CARTER	Branch 120
S. D. CONNER	Branch 68
OTTO ITCHEK, Secretary	Branch 34

The report of the Apprentice Committee was then submitted by Chairman Brookes and Secretary Chard, the latter reading. On motion, unanimously agreed to , it was adopted, as follows:

REPORT OF APPRENTICE COMMITTEE.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Apprentices have given the subjects committed to them serious consideration. We believe in view of the rapid displacement of journeymen workmen by the introduction of automatic machinery and the number of idle men made thereby, that it would be inadvisable to take on new apprentices. We therefore recommend that there be no apprentices taken during the season of 1924-1925 in either the hand or the semi-automatic machine departments.

Respectfully submitted,

CHAS BROOKES, Chairman	Branch 18
EDWARD C. WILSON	Branch 6
ALBERT T. MAHR	Branch 57
STACEY CARTER	Branch 36
WM. MILLS	Branch 60
WILSON CHARD, Secretary	Branch 7

Secretary Jenkins read a letter from Mr. R. S. Davis, Treasurer, Universal Glass Products Company, Parkersburg, W. Va., dated July 5, 1924, addressed to the Association at the Philadelphia office, inquiring: Please advise if you could grant us the privilege to run until 11 o'clock Saturday nights, starting again at 11 o'clock Sunday nights. The gatherers are agreeable to this if we can secure your authority. The machine plants have sixteen hours advantage of us and this sixteen hours loss of gas puts us on the losing side.

On motion, unanimously agreed to, the Convention directed Secretary Jenkins to refuse this request.

President Voll commented briefly on the request, advising the delegates when they returned to their respective branches to discuss with their fellow members the problem of how to meet the production of automatic machinery. We are facing a crisis by reason of the introduction of automatic machinery, as you all know, and our men are being displaced at different plants. Even though we have secured jurisdiction over most of the operation which has been changed in method, still our membership has been slowly diminishing. In addition, we are not as strong in maintaining the hours of work at present. I realize what a sacrifice it will be to lengthen the hours of glass bottle workmen who make bottles by hand. As I stated in my Report we are in a situation where we find the industry so overbuilt that it can overproduce greatly in excess of needs for ware, if the plants operate in their entirety. Other industries are in the same position. The printing trade is capable of from 100 to 150 per cent greater production than is needed. The shoemaker works only about 65 per cent of his time during the year in order to meet the need for his production which is capable of being enormously increased owing to machinery. The only way to stop overproduction and secure agreement with those who do not at present employ us is to place ourselves so nearly on an equalization that our competition will be so keen that they cannot any more meet us in our competitive effort. If we can do that, there will be no trouble about our getting an agreement with the interests at present opposed to us.

The argument is always put forth that when a machine stops there is greater loss than when the hand worker stops on account of the larger overhead. It was for that reason that the English Government, progressive as it is, voted against stopping production in the glass bottle industry one day in seven. I am not sure whether Ramsay McDonald was Premier at the time of that action or not. You will remember that at one time we worked until twelve o'clock Saturday night. Then we got an agreement to stop at four o'clock Saturday afternoon; then an agreement for five months in the year to stop at noon Saturdays. When we first made the request to stop twenty-four hours the argument was put forth that the overhead expense was too great to admit of it. We have to show the interests opposed that we are on a competitive basis with the machine. I believe as I said before in this convention, that with the automatic one-man machine and especially if the machine which has been talked of can be developed to the extent of practicability, we will be in a position to make manufacturers feel the strength of our competitive force; but if we wait too long there might not be sufficient membership in the machine department to make it effective. While the Convention has properly rejected this request the Chair has taken this opportunity to suggest that the delegates give all these questions connected with the machine thoughtful consideration. Discuss them on your return, in your branches, and try to explain what you have heard here to any of your members who may be inclined to oppose it and try to arrive at a course of action which will enable us to meet the competition of the machine, and at the same time promote the interest of our membership. These are all matters for us to think about and it is our duty to lay them before you. Remember that every manufacturer who has installed a flow and feed device incurs a royalty of in the neighborhood of $60,000 a year in addition to installation, which is a large item. I think our trade should know what is going on and the membership at large ought to discuss all these questions in their branch meetings. The national officers have in mind that they will try to visit as many branches as they possibly can during the coming year and give them all the information possible, so that the members will be in a position to take action on these questions as they come up from time to time.

Delegate Cleary said: Our manager told us that 65 per cent of the glass containers in the United States were made by five corporations and the other 35 per cent were made by forty-five individual factories, and that if the five kept up continuous production for twelve months in the year they would have to sell 35 per cent of their production to foreign countries. Meaning by that that the five corporations if they were to work continuously for four months in the year could put the other forty-five out of business. He said he was one of the latter group.

President Voll replied: No, they cannot do that. What he said comes very near being correct in the matter of figures but those five cannot put the individual operator out of business today as they might have in the past and it is not to their best interest to put them out of business. We must understand this: Those firms are at a tremendous expense because of the overproduction of the industry at present. Their plants are widely scattered all over the country. Unless they are running at least 75 per cent there is a tremendous overhead loss. I might say for your benefit, as an illustration, that three concerns have been trying for a big order,—each one has had it at different times. An extraordinary effort was made by each to secure it last September. The man who got it employs our men and he operates the feed and flow; but he is not making anything on that order, and I know that a representative of the big interests is doing his best to bring the three companies together so that none of them will take the order below, or at the bare cost of production. You see there is as much if not more danger to the big interests in a price-cutting war as there would be to the little fellow, and it is our Association that is preventing such a condition; we are the stabilizing force in this industry.

These are thoughts which I think it well for the delegates to carry home and discuss in branch meetings and other places with their fellow workmen.

Announcements of committee meetings for Tuesday morning were made after which the convention adjourned to 1.30 o'clock P. M., Tuesday, July 15, 1924.

EIGHTH DAY'S SESSION.

ATLANTIC CITY, N. J., Tuesday, July 15, 1924.

Convention was called to order at 1.30 o'clock P. M., President Voll in the chair, and America sung. Roll call showed all officers and delegates present. It is worth recording that up to date not one delegate has been absent from the sessions of the convention.

Delegate Essex, representing Branch 9, distributed attractive souvenirs bearing the name and insignia of the Association and Branch 9 with a yellow and black ribbon stamped in gold with the words "Bring the Next Convention to Baltimore"; a polished blue point oyster shell completed the souvenir. Delegate Essex also extended a cordial invitation to the Convention to meet in Baltimore in 1925.

Secretary Jenkins presented the following message from former Executive Board Member Arthur Muhleman:

Coshocton, Ohio, July 14, 1924.

Mr. John A. Voll, President,
Glass Bottle Blowers' Association,
Atlantic City, N. J.

To the officers and delegates to the Glass Bottle Blowers' Association in convention assembled: I regret I am not with you in person but my interest in our Association remains the same. Trusting your deliberations will be marked with the usual harmony and success I remain,

Fraternally yours,

ARTHUR MUHLEMAN.

On motion, Secretary Jenkins was directed to express for the delegates appreciation of this cordial greeting.

By consent the privilege of the floor was given Brother John W. Clifton, a long time member of the Association, formerly of Streator, Illinois, and now located in Atlantic City. He was greeted with applause when he came to the platform and after expressing his pleasure in once again being in a convention of glass bottle blowers, made an interesting address in which he spoke of the glass bottle trade in earlier days before the machine came in, and the changes that have taken place since.

Brother Harry Hoag and I, he said, are employed now outside of the organization but I am sure neither of us will ever lose our interest in it. I was employed during twenty-six years in the glass bottle industry in Streator. Organization is a great thing for working men. One need only consider the condition of labor where it is not organized and contrast that with the advantages where it is organized. In Atlantic City, for instance, one finds it difficult to earn a decent living at any trade except the building trades. These are highly prosperous. That is because they are organized and others are not. I am pleased with the work I am doing but that does not prevent me from seeing the great disadvantage under which men in unorganized trades suffer.

He referred in a very interesting way to the first introduction of automatic machinery in factories and how gradually under the direction of the late President Hayes the Association secured an agreement which gave the factory employes the nucleus of the organization which has proved successful to a great degree. He spoke with approval of a member of the organization, Brother Ben Alderson, superintendent of a large plant that entered into an agreement with the Association which works out harmoniously. During a number of years he was secretary of a branch and found it was all a valuable part of education in trade unionism.

He gave a number of instances where organized labor had brought about large increases in wages and shorter hours, and also referred to a time when along with a reduction, members paid fifteen per cent in trade assessments in order to promote the interests of the organization. We succeeded and year by year our education and progress went forward. One of the best things for a man who is inclined to be radical or to think he knows it all is to send him as a delegate to a national convention. When he comes home he is usually cured. The conventions are a wonderfully fine thing. This Association has a splendid set of officers and I hope they will be actively supported by the delegates here and the men at home,—give them your earnest co-operation. As to your next convention, we have a delightful climate and there is always something interesting going on. Why not adopt this as your permanent convention city?

On motion of Vice-President Maloney, a rising vote of thanks with good wishes for his success and health was given Brother Clifton.

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES (Discussion)

The Committee on Appeals and Grievances made their report, through Chairman Donnelly and Secretary Dahm, the latter reading. Action was taken on each one of the sixteen cases reported. For convenient reference the discussion connected with some of the cases will be given first and later the complete report.

An appeal of Branch 60 for financial aid for a badly crippled member, William Wallace, the Committee approved. Secretary Jenkins and Board Member Roberts spoke in high terms of

Brother Wallace whom they have known for years. He was a highly skilled workman devoted to his mother, until her death at the age of eighty, and one of nature's noblemen. Delegates were urged to be liberal.

An appeal of Branch 81 on behalf of two crippled members, Charles Diehl and Jasper Page, was concurred in. Delegate Mantz appealed for generous treatment especially for Brother Page, who is blind. This appeal was sent in later than is required by Section 9 of the by-laws.

The Committee recommended that Branches 95 and 34 at Tarentum be allowed to unite. Delegate Grine explained that Branch 95 had lost a good many members and in several meetings it was necessary to take in exempted members in order to have a quorum. Members of each branch had come before the Committee on Appeals and stated reasons for uniting.

President Voll gave a concise history of events before and after jurisdiction of the plants in which members of these branches work, had been secured. These began in 1907 and were continued until 1918 when the Flaccus plant was organized and it was agreed that Branch 95 and the new branch should be separate. Branch 95 had made request of the National Office but the President, after submitting the question to the Executive Board declined permission and sent the appeal to the convention.

The point I want to make, he added, is that if these branches unite there shall not be any interference whereby hardship might result to our Association either by reason of the attitude of the companies or of the men.

Chairman Donnelly: The Committee considered all they learned from the national officers and representatives of the two branches and thought the feeling which was entertained when Branch 34 was organized might not exist now, and that when our members wanted to consolidate we would not stand in the way.

Delegate Itchek: Personally I think it is a good thing but I don't think anybody in Branch 34 outside of myself knew of the proposed consolidation unless it was the President. I learned of it through a letter. I have no objection to it.

Delegate Loder: The Committee understands it is optional for branches to unite. They asked us for permission, but it is for the members to work out the matter between themselves and whatever is done should be done voluntarily.

Board Member Connolly: I have known at the Atlantic Bottle Company's plant of men being coached and advised against members of their own branch and I know there is a feeling so far as the firm is concerned. On three or four visits there, managers of the Tarentum or Flaccus plant gave me to understand they thought it was men at the other plant advising these men, who didn't thoroughly understand our rules, and advising them wrong, that was the cause of a good bit of feeling between members of the Flaccus firm and ourselves. I know that feeling did exist and I believe it still does as far as the firm is concerned.

Delegate Itchek: When Branch 34 was organized there was a lot of feeling. Some members of Branch 95 felt they did not get a fair deal and so advised some of the younger men, but I think it is all overcome now and by mutual understanding the matter can be worked out.

Board Member Connolly: I believe since you changed managers and you have this new man, Martin, that feeling does not exist, but it is true that some of our own members at the Atlantic advised our men not to live up to the rules in our book. That is not hearsay; I know it to be true.

Delegate Itchek: I know they say, "We don't do this" and "We don't do that; Why don't you do the same way?" We tried to live up to the rules and to explain the situation. I think it has all worked out and everything will be all right.

On motion, the commendation of the Committee was concurred in.

On an appeal from Branch 101, Coshocton, for death benefits on account of a former member, Frank Elliott, who was not in good standing, Secretary Jenkins explained that a number of members of that branch are in arrears for death assessment. The Secretary of Branch 101 sent in word of this man's death and asked for the necessary papers and was directed not to send in the claim unless the brother was in good standing. It developed that he owed more than thirty dollars, had not been in good standing for a long time, and made no effort to pay up. On this history the case did not seem to merit a contribution, but the Committee, humanely, suggested a subscription.

Delegates Schultz, Reid and Walters discussed methods by which branch secretaries kept accurate records and stressed the necessity for careful action. Delegate Reid said that the Secretary of Branch 101 had replied, when a card was called to his attion, "If the card is not satisfactory send her back and I will load her up for you." Careless methods ought to be abolished.

On an appeal of Branch 37 for death benefits for the eight-year-old daughter of a former member, John Robinson, who was not in good standing, Delegate Lambalzer gave a history of the case and said the child is in need of help. The appeal had not been sent to the National Office and it was refused by the Committee. Their action was concurred in.

Protest of Branch 9, Baltimore.

On the protest of Branch 9 of Baltimore against a decision of President Voll granting the Maryland Glass Corporation an apprentice, the Committee after hearing all the evidence, reported that it sustained the President. Motion was offered and seconded to concur with the Committee and sustain President Voll's action. Discussion followed.

Delegate Marshall: Of course I don't want to go against the Committee but I think this convention ought to understand our position and why we took the stand we did. We talked it over with the Appeals and Grievance Committee. I can't see the necessity of this apprentice. I believe our President didn't have exactly the data he should have had, or else he did not know or there was some misunderstanding about it. I cannot see why he should grant that apprentice and the Committee and the Branch be ignored.

I have no desire to do anything but to explain the situation, on the floor. I suppose the Committee has given it careful consideration, but I was chairman of the factory committee and the first thing I knew about this apprentice was I happened to see a letter from Flow Branch 118. The firm hadn't said anything to Branch 9 or to the committee and they knew nothing about it. We heard nothing from the National Office about it. As the Convention well knows, we have four factories and it makes it unhandy for us to get in touch every day. The communication came to our Secretary and we wouldn't have known anything about it if I hadn't by accident seen the letter that came to the Flow Branch from the Maryland Glass Corporation.

I went to Secretary Speake and asked if he had received such a communication. He said he had. I said I didn't believe President Voll understood the situation and we ought to let him know, and call a special meeting; that they hadn't said anything to me about it and all I knew was this communication. He said it would be a pretty good idea. So I went to the factory, got the men together, and put it to them. They decided to hold a special meeting. We did and had a large attendance. We discussed the thing and decided to write President Voll and give him the information we had.

We found that the Maryland Glass Corporation had not been entitled to an apprentice for three years past. That is as we interpreted the law. It seems after they put on the first apprentice they laid off about six men. When I went to the factory there were only three journeymen working—myself and this apprentice among them. As soon as he went out of his time they wanted to put on another apprentice. Several months previous my partner was off and there was no one to take his place; the manager came in and got to talking in a sociable way. He said: "How about putting on an apprentice?" I said: "No, you are not allowed an apprentice; really you haven't got enough journeymen working now for the one you have." Later on they fired two journeymen. We had one turning out for us at the time they put on the apprentice, and I guess he is doing that still. I told the manager no, we were not allowed.

When I saw this communication from the National Office I didn't know anything about it. If the firm had asked me, I would have said no. I claim the branch and the committee should have known and that the branch had a right to know, and

I haven't seen any good reason for taking on the apprentice. We talked it over about Brother Bemisderfer not being able to gather. They didn't put the apprentice on with him, and when they put the apprentice on they only had five journeymen, and one journeyman turning out. As I say, I want the convention to understand why we protest this decision.

President Voll: So do I. I believe it would be well for the Committee on Appeals to read the correspondence before there is any debate.

Secretary Dahm then read the correspondence between President Voll and the Maryland Glass Corporation, which follows:

Under date of December 12, 1923, Mr. A. W. Crownover, Manager Maryland Glass Corporation, made this request of President Voll:

"My dear Mr. Voll:

Our old friend, Mr. John Bemisderfer, has been working with an apprentice for a number of years, due to the fact that he has been somewhat incapacitated. The time of the present apprentice will be out this week, and we wish to know if you cannot stretch a point so that we can put on another apprentice, so that we can keep John at work?"

President Voll replied, under date of December 18, 1923:

My dear Mr. Crownover:

Yours of the 12th instant has been received and I note carefully request made therein and the reason therefor and in reply it is to inform that under the conditions as set forth your request is granted and concession made to put on an apprentice.

Branch 9, under date of December 31, 1923, wrote the National Office, as follows:

Mr. John A. Voll,
President Glass Bottle Blowers' Association,
Dear Sir and Brother:

I am herein setting forth some information which Branch 9 does not believe you had at hand at the time you granted the Maryland Glass Corporation an apprentice.

At a special meeting of the branch held Saturday December 29th, upon the request of the men at that plant, the committee reported that the Secretary of Branch 118 had shown them a letter in which you stated you had granted this firm an apprentice; the committee then came to me and asked if I had received such information, and I informed them that I had but was under the impression that they were entirely familiar with the matter; but they stated they knew nothing at all about it.

The committee and branch feel that if you had the proper information at hand you would never have granted the request of the firm. In the first place the management or the firm through any source never brought the matter to attention of the committee, so that the branch could have a chance to act; but we knew nothing of their action until receiving word from you; and we do feel that we have been ignored to a degree at least.

Can you imagine how the committee from the plant would have felt if the firm some morning had put on an apprentice and the committee had informed them they could not do so because of the fact they did not have the required number of journeymen employed; and the management insisted that he had the right and knew what he was doing, and finally handed the committee your decision they having known nothing of the affair at all? In plain words they would have felt like whipped dogs and could have done nothing but walk away.

We have been informed that you were acquainted with the fact that this firm only has six journeymen steadily employed; but however we do not believe you knew that they would have to displace one of our members in order to put the apprentice on.

In the past three years this firm has laid off six of our members at different times and have still retained their apprentice; at the present writing there is one of our members turning out at this plant due to the fact that he cannot get employment at his trade here. When this firm displaces these machine workers the management refuses to give them an opportunity to work on the flow.

Now we think it unfair to our members when they pay their dues and assessments in this organization to be thrown out of work in order to make room for an apprentice; and more especially when the firm has not the required number of journeymen. Branch 9 most vigorously protests against this firm being permitted to put on an apprentice, and trust, President Voll, that you will reconsider your action. Let me further state that there are machine workers idle in Baltimore that could keep these places filled at the present time.

I am sending this letter special delivery so that we may get an answer as early as possible from you. They have not as yet put the apprentice on.

Wishing you and yours a very happy and prosperous New Year, I will await an early reply. I remain,

Fraternally yours,

GEO. W. SPEAKE, JR.,
Secretary Branch 9.

To this protest of Branch 9 President Voll replied, under date of January 3, 1924:

Mr. George W. Speake, Jr., Secretary,
Branch No. 9. Baltimore, Md.
Dear Sir and Brother:

Your favor of the 31st ultimo received and noted with much care and interest. In reply thereto the action of Branch 9 regarding the concession made to the Maryland Glass Corporation brought both surprise and regret. Surprise due to the hasty action of the branch and regret that such small and narrow action based upon snap judgment should emanate from men schooled in the principles and practices of their organization and of trade unionism in general,—men much above the average in intelligence.

Briefly referring to the principal points set forth in the letter, neither the committee nor the branch was ignored and the straw man set up of how the committee might have been humiliated was carefully guarded against through the secretaries of Branches Nos. 9 and 118 being notified that the concession had been granted, in the same mail which carried the notification to the company. It is not our business or purpose to humiliate committees or ignore the branches of this Association; it is our business to enlighten, uphold and strengthen the branches and their committees in every honorable and legitimate manner possible. This is what we have always done and this is what was done in this instance. In this connection it is to inquire whether at any time in the past history of the Association, branches, branch committees and individuals were consulted and advised with as they are at present or since our advent to the chief position of the Association?

Relative to not being fully informed, it is possible and probable there are some matters we are not acquainted with. We do have sufficient information however, from personal knowledge and inquiry, to more than justify our action even if based only upon the practices of the Association in the past, though there is much stronger ground for our action in the form of law and precedent.

That one of our members may or will be displaced, no one regrets more than the writer; this though has ever been the case when apprentices are put on, in agreement with the Association or through concession, and the trade expansion was not sufficient at the time to make provision for those displaced.

We are also acquainted with the attitude of the firm in refusing to place machine operators on its feed and flow devices and also the reason therefor. This attitude and position cannot be corrected through fostering greater antagonism; it can be corrected, however, through adhering to broad principles and the manifestation of liberal action.

Regarding the vigorous protesting of our action, what pleasure could come to us through offending or ignoring a branch or its committee? or what benefit could we reap through granting a concession to a firm that is not entitled to or deserving of it? We hold no stock in the Maryland Glass Corporation and have only slight acquaintance with its officials and therefore no motive to please or give it advantage at the expense of the membership that employs us.

Our only concern in granting a concession is to first ascertain if the action will further promote the interests and welfare of our membership and upon that premise is our action based. In conclusion, the protest has been made and this is to advise that it will be filed for consideration and action at the proper time and place.

With kindest regards and best wishes to yourself and all members,

Fraternally yours,

(Signed) JOHN A. VOLL, President.

Secretary Dahm also read in this connection a copy of the letter sent by President Voll to Mr. Wm. A. Murphy, Secretary of Branch 118 at Baltimore, on December 18, as follows:

Dear Sir and Brother:

This is to inform that through representation made by the management of the Maryland Glass Corporation, Mr. Crownover, for an apprentice to take the place of one who is going out of his time and who is now gathering for Brother John Bemisderfer, concession has been granted the firm to take on an apprentice on the semi-automatic machine to replace the one who is about to become a journeyman.

President Voll then said: The protest, members of the Convention, is before you. Are there any remarks?

Delegate Marshall: I just want this thing clear. The President in his letter speaks of "snap judgment,"—I don't think anybody placed in the position we were could do anything more than we did. We knew nothing about the matter. We got no notification of the apprentice. We took no snap judgment. Our rule is, one apprentice to ten journeymen. The way we interpreted the rule we were not allowed this apprentice. We called a meeting to consider it. We did not consider the National Office was interested in the company, but we thought we were ignored and that the only thing to do was to take it up with the Office. We tried to give what information we had. I don't think there was any real excuse for taking an apprentice. Hs is still working. Brother

Bemisderfer did not take this apprentice and we had our idle men there. I did not think there was any reason why the firm should ask for the apprentice except to benefit themselves, and I didn't think they were entitled to it.

Delegate Speake: I feel Branch 9 was justified in protesting as far as the written law is concerned. The rule is one apprentice to every ten journeymen steadily employed. However we have learned since we came here that rule is in for some particular purpose only. That is, that was not any special grievance but more or less an oversight of the Office—possibly a deliberate oversight for some purpose they had in view. We didn't know that at the time or until we got here. The law is "one apprentice to each ten journeymen steadily employed."

We recognize the President has the right to grant concessions when he thinks it is practicable and justifiable to do so. But here is the position of Branch 9: The secretary of the flow department came to our committee and said, "Do you know they have been granted permission to put on an apprentice in the Emerson plant?" We said, "They can't." He said, "I have a letter from President Voll." Brother Marshall came over and asked me if that was a fact. I said I had seen the letter. Then he explained that if an apprentice was put on it would mean the displacement of a journeyman. It is known that during the last year the firm has had an apprentice and at least six journeymen machine workers have been laid off and the apprentice retained. At that time when the apprentice was granted, journeymen were being turned out and would have gladly taken that position with Brother Bemisderfer if it were offered.

When we looked at the facts a meeting was called and Branch 9 decided to send President Voll a protest. The information has been read here, except this one thing,—I did not know that the manager of the Emerson plant had asked if they were allowed to put on an apprentice.

Delegate Marshall: That was a year before. He did not come to me and ask me; it was just in a sociable way.

Delegate Speake: Oh, a year before that! That was not the way. They should have asked the branch, and if the branch refused, taken it to the National Office. But here they simply went to the National Office. When the firm made the appeal this old man was not able to gather any more and if a journeyman was put on he would be possibly displaced. The facts have been proven that since the apprentice was put on he has not worked with the man for whom they made the plea. The man is about fifty-five years of age. There are men in the machine department today much older and turning out good work. I am not criticizing the man. The fact is, he is a personal friend of mine. He is a fine worker and able to handle a job. But the law is, one apprentice to every ten journeymen.

As far as I remember the letter from the Office—I don't have it with me—was in circular form, and in one paragraph said, "I have already granted permission to the Emerson Company—permission to put on an apprentice—for reasons with which the branch is familiar,"—and the branch knew absolutely nothing about it until we got that. We believe we are justified in making this protest. However, the apprentice is on and is working there, I believe.

Delegate Dall: Branch 9 made this protest primarily on Section 8 of the General Rules and Regulations in the machine department of 1924, which reads,

> "It is agreed that apprentices are to be taken during the season of 1923-1924 at the ratio of one apprentice to each ten journeymen steadily employed."

Mr. Chairman, heretofore when manufacturers were granted the privilege of taking on apprentices the rule in the machine department was, "one for ten." I don't think it was higher than that at any time.

A delegate: It was fifteen once.

Delegate Dall: Was it? Well, one for ten, or fifteen and two-thirds. When we saw that law we were under the impression that the manufacturer had to have his entire quota of ten journeymen or he wouldn't be entitled to an apprentice and that is the primary reason why we made the protest. Putting the apprentice on meant the displacement of one other man. When it first came up there they had five journeymen and one apprentice employed. The apprentice's time was about to expire. So far as who was going to be displaced we didn't know, but we did know when that apprentice became a journeyman one of those six men had to walk the plank, or get out; and we felt it was our duty and our place to try to keep our own members employed. Of course we all along at times have had to get out and make room for apprentices in the blown department; but at this time there were I don't know how many idle journeymen machine workers around Baltimore, and if the Maryland Glass Corporation wanted men they could easily have got one without putting on an apprentice. In fact there was one man, a member of Branch 9, who learned his trade with Emerson at the Maryland Glass Corporation—and how long he has been a member of the Association I don't know, but I should judge in the neighborhood of ten years.

We still think the Maryland Glass Corporation should not have been allowed an apprentice for the simple reason there was no necessity for it. There was no shortage of men. They only had a couple of machines run by hand. All the others are automatic with a flow device.

We grant that President Voll between sessions of the annual convention has the right and duty to make concessions. We also feel it is our right and privilege to protest if we don't agree with him. And that is what we did. So far as I know there is no feeling in the matter at all where the Association is concerned, but the men felt that the Maryland Glass Corporation were getting some kind of concessions they were not entitled to, and that is why we protested.

Vice-President Maloney: I do think in all frankness, without offering any criticism of Branch 9, its delegates, or representatives, that this protest should not have come here. I recognize that at the time you may have been stirred up, but on sober second thought I don't think you should have brought it here. A more considerate man than the President of this union I do not know, both as an individual and as an officer. He is considerate not only of the rights of individuals and officers, but also of other matters. I have worked with him during a good many years and it has been my experience in every instance that he has always endeavored to secure full information before he made a decision of any character. He does not act on impulse as lots of us do.

I know something about the Emerson Company. When they had the automatic machines we had not any organization and could not get any. I have interviewed the manager, along with Executive Officer Vansant, and all we got was a lot of nice talk. We discussed the same matter with the President, Mr. Heissler, and the General Manager, Harry Williams, to whom the president of the company referred most matters. But we never got any organization there until they put in the feeder. Under the succeeding manager we got organization of the machines and in the packing house.

Now as has been said, the President by virtue of his office is the chief authority between sessions of the convention. The welfare of the union and its members is in his hands. He is supposed to interpret the constitution. He is the last word and must be held responsible to the following convention. Where else could responsibility be placed? He is bound to use his best judgment and I think he did so in this case.

Delegate Dall: May I correct Vice-President Maloney? He said they never had any organization until the present management. You are mistaken there. When they had the hand machines there they always had organized men from the time of the starting of the Maryland Glass Corporation up until the time they displaced all of the hand machines with the automatic.

President Voll: They never had any after that?

Delegate Dall: Yes; but Vice-President Maloney said we never had any organization.

Vice-President Maloney: I was talking about the automatic machines exclusively.

Delegate Marshall: The Vice-President may know more about the situation than I, but I worked for that firm for eight years. Harry Williams I always thought was a good staunch union man. I worked for him during a good many years. I worked in Baltimore eight years. The men made more than most any place else, twelve to fourteen dollars per day. I left shortly before they put on the automatic machines and I think Harry Williams left shortly after that. I thought he was a good union man and understood he fought the automatic but I wouldn't be positive.

Vice-President Maloney: I don't want to be understood as questioning Williams' unionism, it is merely the fact there never was any organization in the Emerson plant on automatic machinery until this new regime came in. Under Williams there was no organization on the Owens automatic machine.

Delegate Heinegger: The automatic was organized after Williams left but he was always in favor of organization. Mr. Heissler told Executive Officer Vansant, Secretary Jenkins and myself and a couple of committeemen that Williams always wanted to organize the operators but Heissler was opposed to it for economical reasons. After Secretary Jenkins came there we organized among ourselves and then went into the union. The present manager said, if he knew who was responsible for it he would fire him. I was one who was largely responsible for it and he didn't fire me.

Executive Member Connolly: This protest was read before the Executive Board when in session and after considering the reasons Branch 9 put forth, I as one of the Board approved the President's decision. In that protest Branch 9 tries to tell the convention that they object to the violation of the machine ratio on apprentices. Now, I would like to ask the men from Baltimore why if they objected to this apprentice the President allowed, they did not object to the one who was going out of his time? How many journeymen were employed in the plant when this other apprentice was going on?

Delegate Marshall: There were enough journeymen there.

Delegate Speake: At the time he was put on the ratio was three-fifths—one to every six, but the law that was subsequently passed was one to every ten.

Board Member Connolly: Or a fraction.

Delegate Speake: Oh no, not a fraction.

Board Member Connolly: In other times in Baltimore when the journeyman blower was being displaced and machines installed there was never any protest from that branch on account of transferring blower apprentices over to the machine when there weren't enough machine men to entitle them to apprentices and there were lots of idle men throughout the trade, in the machine department; and never a call came for machine workers to go there but they transferred blower apprentices over there and the machine men asked no explanations because we were in favor of the displaced men being put on. That was partly the reason why I endorsed this action of President Voll in the conference.

They put on blower apprentices in other plants ouside of the Maryland Glass Corporation and the ratio of machine workers didn't entitle them to any apprentices at all, and by putting the blower apprentice on it deprived a journeyman machine worker from working on the machine. We inquired why, in several conventions, and the reason given was there were no idle machine men in Baltimore—regardless of how many idle machine workers there were throughout the trade. So long as there were not any in Baltimore they didn't think to enforce the apprentice rule. Now why should such a hullabaloo be made at this time? It is not the first time an apprentice went on in any of these plants. That's the way I endorsed your action, Mr. President. Not that it is the rule but it was done safely in Baltimore.

Secretary Jenkins: So the convention will understand, I might explain that there are four companies in Baltimore. All our members who work in the blown department, on the hand machine, and the packer and stopper grinder belong to Branch 9. Those who work on the flows, two or three at the Carr-Lowrey plant and the rest at the Emerson, belong to Branch 118. The men who work the hand machines in the Emerson or Maryland Glass Corporation plant, work on the Olean machine. There are two Olean machines, employing two men on each machine on each turn. Those men belong to Branch 9. The others working on the flow belong to Branch 118.

When the laws were made in conference last summer it happened in a sort of a talk,—there was no formal agreement on the apprentice question, as in other years. Manufacturers are not keen on taking apprentices. You will see by the record there are only fifty or sixty in all departments. When I came to make up the list I spoke to President Voll and said, "The regular ratio of apprentices is one to ten and three-fifths, which will be six." He said, "Let that go for the time being." Afterwards I spoke to him about it again. He said, "Let it go as it is; if it comes up sometime we will meet it."

Now the Maryland Glass Corporation had five journeymen and one apprentice at work. The time of one apprentice was about to expire. The firm wanted to see that man Bemisderfer employed. He was incapacitated to a certain degree and couldn't do the work he did years ago, in spite of what my friend Marshall has said. When this boy's time expired they had six journeymen employed and under the fractional ratio they would be entitled to take one apprentice and they wanted to put him on. If there are ten journeymen employed, in any machine house in this country, they are entitled to an apprentice. If that apprentice is put on one journeyman is displaced. There is hardly a man in the room who has not been displaced sometime or other. That is the usual custom. Take your apprentice when you have the greatest number of men employed, any time after March first, and put him on when you please before the end of the season. That is the law.

In the interpretation of law the President has to exercise all the judgment he has, as Vice-President Maloney said. He measures every angle, weighs it all; we talk it over frequently, if the subject is of enough importance to call me in and consult me. Laws are not so hard and fast, or so rigid that there is not some bending or some elasticity in them, and he has to exercise his best judgment.

President Voll was on his way to Portland, Oregon, last autumn when I had a letter from Secretary Dall stating that the Carr-Lowrey Company had some trouble with the new apprentices put on and Mr. Garwood wanted to replace some of the boys who would not work. They would work half a day or half an hour and quit. Dall was not quite familiar with the rule, but Mr. Garwood was on the conference and knew it well. I was the only one in the Office at the time. It was not my duty to interpret the laws, but I told Secretary Dall this way—called his attention to the rule that only under certain conditions could these apprentices be duplicated—if they would enter the service of the country or if they died, they could be duplicated that year. But Mr. Garwood was a member of the conference and understood that rule. However I said to Brother Dall, You are going to Portland; take both letters with you and submit them to President Voll. That was done.

When Mr. Garwood took the matter up with the President it was pointed out that there was a direct loss to the company, and no service to the Association,—and they were permitted to put on one or two apprentices to duplicate those who didn't stay at the trade.

President Voll: The same concession was granted at Swindell's.

Secretary Jenkins: Yes. There was nothing wrong with that. Why should the men at Emersons say they were ignored in not receiving information? They have Secretaries of Branch 9 and Branch 118. President Voll knew the men working on the hand machine were members of Branch 9. He sent a letter to the proper authority, Secretary Speake. And in order to insure full information he sent a letter to the Secretary of Branch 118 who notified the Committee.

Is there anything wrong with what was done? Isn't it absolutely necessary to keep these places filled and see that members are protected? Brother Bemisderfer has some claim on the Association. That is done from time to time and I cannot see when President Voll has violated his oath of office one iota. He simply did what any man with red blood would do in his position.

Delegate Essex: Our protest is on law entirely. Take what Secretary Jenkins said when he was in charge of the Office—what he said to Brother Dall when he called his attention to the rule governing apprentices in the Carr-Lowrey shop, doesn't the same rule apply to the Emerson plant or any other? As to the fraction of three-fifths—one apprentice to ten and three-fifths—we are not mind readers down there. We didn't know that. We are familiar with the law in the book. As to the men at Baltimore working on the machine I doubt if there were five raised there; they are all outside men. We do not deny the right of President Voll to make these concessions but we do take exception when the branch is ignored—and that is the reason we base our protest on the branch and the factory committee being ignored.

Delegate Speake: Delegate Connolly said when one blown apprentice was transferred to the machine department no protest was made by Branch 9. I believe if he recollects the Zanesville Convention, there was a vigorous protest there and we had delegates who took the question up and we had rather an exciting time, because the machine apprentice had been granted the right to go into the blown department and one of our members was displaced. We didn't say we wouldn't take into consideration machine men outside of Baltimore. We have tried on several occasions when idle men were needed in the machine department to get others; Executive Officer Vansant tried and succeeded in lots of instances. We don't want it to be inferred that we were just simply looking out for Baltimore. There was a vigorous protest from Branch 9 against permitting machine men to be transferred to the blown department and the records of the convention will show that.

The old law referred to by Brother Jenkins—that the firm in certain conditions would be granted an apprentice—under the real rule if it had been written in,—on that assumption he said that the management wrote in to the National Office asking permission to put an apprentice on, that they were entitled to one for every six.

Secretary Jenkins: I said I didn't know that they had excluded anything at all; I said we left that out of the law (when the rules were printed) because it had not been agreed to in conference.

Delegate Speake: Did you say for some reason that the manager of the Emerson plant wrote to the National Office asking for permission?

Secretary Jenkins: No.

Delegate Speake: I understood you to say the law was one for every six and they wrote in and asked permission to that effect.

Secretary Jenkins: No.

Delegate Speake: If they had known they were entitled to one apprentice to every six journeymen there wouldn't be any necessity for writing to the Office.

Secretary Jenkins: All the correspondence has been read by the Committee.

Delegate Speake: I may have misunderstood you. Although we may make statements some times, I believe the Baltimore branch realizes that President Voll is considerate and conservative, but I also think we have a right to bring that protest to this convention. The Vice-President says in his opinion it shouldn't be here, but if we don't agree with the action of the President or some other officer, where are we going with it? This is the highest tribunal and we have a right to bring the protest here. Conditions as we knew them locally were such that we thought this action of allowing an apprentice was not justified. We thought from the information given by President Voll that there was not justification for putting on an apprentice when they only had five journeymen.

Secretary Jenkins: I said if there was a factory employing ten journeymen machine workers they are entitled under the law today to one apprentice. If they put that apprentice on, there are only nine journeymen working—one must walk the plank. When this boy's time expired they had six and under the frational ratio they they were entitled to one apprentice. Has the boy been put on?

Delegate Speake: Yes; one man quit and then they put the boy on.

Delegate Griffin: The same man is working for Brother Bemisderfer.

President Voll: How long after the concession was granted was the apprentice put on?

Delegate Essex: A month or two.

Vice-President Maloney: I did not question your right to enter a protest, but I believe you are making a mountain out of a mole hill.

Delegate Loder (of the Committee): The Committee on Appeals and Grievances had only one thing to consider and that was whether the Maryland Glass Corporation was entitled to an apprentice or not. I think it has been discussed thoroughly here, as it was in the committee room, and that the National Office was right when it granted one apprentice—one to six, although that had been left out of the rule, as explained. After it was explained to us we didn't see where Branch 9 had any necessity for making a protest.

Delegate Marshall: We are not questioning your integrity or consideration; I know you gave attention to these questions; but we felt this way about it: When you (President Voll) wrote to Branch 9 that you had granted a concession, we wrote you, of course. The question is, we had had no say in the matter any how at that time, and that is why we consider we were ignored, because we didn't know a thing about it. After we got the word we wrote as soon as we possibly could.

Brother Connolly spoke about what we are doing in Baltimore; I want to say that I am with the officers and with the convention and with the men and I am going to fight for not only one law but the upholding of all laws, and if a law is broken in the branch at Baltimore and my attention is called to it I appreciate that. I try to live up to the national laws and intend to continue to do so.

Secretary Jenkins: It seems to be that the reason you are protesting is because you felt you were ignored in this case?

Delegate Marshall: Yes—and we were right on it.

Secretary Jenkins: President Voll sent a communication to the authorized Secretary of Branch 9 and as a safeguard he also wrote to the Secretary of Branch 118. He does not know the Presidents of the branches, or the factory committees, and so he sent the communications to the Secretaries of the two branches. He did not know that you (Delegate Marshall) were Chairman of the factory committee.

Delegate Speake: How did he know that the Secretary of Branch 118 worked in that factory.

Secretary Jenkins: Perhaps he didn't know that; I don't know that he did.

Delegate Marshall: Here is the point: I claim I was ignored. I have the law in this book—"one to ten." Now we understand, what we did not before, that it was different. If President Voll had taken this up with us and told us he was going to grant the concession before he did—but we didn't have that law.

Secretary Jenkins: You knew that last Friday morning, didn't you?

Delegate Marshall: Yes.

Secretary Jenkins: You knew that was time to let it drop.

Voices: No! No! No!

President Voll: No! That law hasn't anything to do with it —three-fifths hasn't anything to do with it.

Chairman Donnelly (of the Committee): The Committee heard this protest. We were placed in the position of a court, as it were, which must render its decision, if it desires to be fair, on the evidence brought out before it. That we tried to do and after hearing we made a decision. Regarding the quota of three-fifths as brought out by Secretary Jenkins, that in our opinion entitled that company to one apprentice; that has always been the rule. I have been displaced and so have others in days gone by in every branch in the trade when apprentices were put on. That is not an unusual thing, it is the custom, as we see it. That is, where this boy went out of his time, and the firm was entitled to an apprentice. No question about that. We think the decision of the President was right. Beside that, we place, in this representative government of ours, authority in the hands of the President between sessions and if in his opinion it is to the best interests of the Association to bend or stretch some rule or law, that is within his rights as President, when we have put into his hands the government of the Association. It is plainly stated in our constitution.

I believe it was right in this case that an apprentice should be given. Even if it were not, and the three-fifths had been left out of the law for this purpose, so that some manufacturers might not take advantage of it—he doesn't look at this provision in the law, but if he wishes he could displace three of our men, but he puts two on and by keeping it out of the law he saves the position for some journeyman. So it is profitable to the trade at large even if unprofitable to the branch at Baltimore. We think in justice and reason the President was justified in making that decision.

Delegate Speake: Did I understand you to say definitely that you based your action on the law as written?

Chairman Donnelly: On the law and the power given to the President to act between sessions. On those two points in particular.

Delegate Speake: You don't consider there has been any concession granted?

Delegate Donnelly: No. We don't think there has been any concession granted that violated any law.

Delegate Speake: No law?

Chairman Donnelly: No written law.

Delegate Speake: What is it the law says?

Chairman Donnelly: One to ten and three-fifths.

President Voll: There are other laws.

Board Member Campbell: Custom makes a law and the custom has been for years in this trade that the three-fifths was observed. That has been generally understood, and as the Chairman of the Grievance Committee explained, that law was written as it is for a purpose, which was to protect this organization and its members who might be displaced by that fraction. It seems ill-advised for a branch to raise that question of authority; rather let it come from the manufacturers next year. When this was threshed out in executive meeting I sustained President Voll's decision, so did every other member of the Board. The support was unanimous. We sustained him on three points. One was the point which has just been explained to you; another was the law, and another a point which has not been brought out and that is this: Mr. Crownover last year came into the flow conference, as a member of it for the first time; he felt an interest in it. He has I understand, about twenty-one members of this Association working in the flow department. He does not see things through the same spectacles we do. He is on the other side, a manufacturer—an employer, and he might draw a conclusion like this: I have twenty-one members of the Glass Bottle Blowers' working in my plant on the flow; now why am I not entitled to an apprentice on that basis? He didn't do that, but if you were a manufacturer wouldn't you be apt to do that? So I say to you when everything is considered I believe President Voll took the only position he could in justice to everybody concerned and I stand ready to assume my share of the responsibility. I think he did right—the only thing he could do.

Vice-President Maloney took the chair and President Voll spoke on the subject of the protest as follows:

REMARKS BY PRESIDENT VOLL.

On Protest of Branch 9, Baltimore.

Mr. Chairman: I have noted as you all have very carefully, the presentation by the proponents of this protest. They base their claim on law. They say there is no feeling, and yet they say they have been ignored. In other words, their pride has been pricked by the action of the President. They say he did something unlawful and has violated his obligation to uphold the best interests of the Association. They say in the letter you heard, and have stated on the floor that they thought he did not thoroughly understand the situation. I want to say that the President did thoroughly understand. In the same letter in which they say they tried to enlighten him, possibly thinking he might reconsider his decision, they enter a vigorous protest, without consulting the President as to why he made the decision. The delegate whose pride was hurt says he was not consulted, but he also says that the manager of that plant asked him a year ago whether they would be entitled to an apprentice, and he said no. Therefore, according to the rule in the book he was justified in so telling him. I suppose the manager thought there was no use in again approaching the committee and it was proper to appeal to the National Office—which was in conformity with all past actions.

The delegate says, "We had no say in the matter." Now let me tell you that is the entire point here. "We had no say in the matter." A mass of technical and incidental things have been injected in this contention to obscure the mind and conceal the real underlying object of this protest.

This is the first protest that I know of since I became a member of this Association, on the decision of a President granting a concession in the matter of apprentices,—the first one that I know of to come in, and it has the least grounds for protest of any concession granted that I have ever known of—this one to ten, one to three-fifths, and so forth. While we live up to the law, carry it out, protect it in every possible way, yet, as we said the other day, the law as written is not so rigid that it shall not be bent in the interest of our membership or of our Association—and our constitution provides for that—for the very thing we did when we granted this apprentice. Even if it were in direct violation of the law, and even if there were not one to ten or no apprentice at all allowed, our constitution provides for just what the President did.

What Secretary Jenkins said about three-fifths—about the fraction is true. We said, "Leave the fraction out." We mentioned that in the committee room and we said we doubted whether it would be best even now that it should receive full publicity or that our reasons or actions in the matter be made public; but the Baltimore branch brazenly told the Committee they wanted the protest to stick, regardless if our leaving the three-fifths out had hurt the Association through the manufacturers charging us with duplicity—they still insisted brazenly that they wanted the protest to stick—after the explanation we made. But we didn't make that explanation to justify our concession to the Maryland Glass Corporation. We had other reasons for granting that concession and first-class ones, in our opinion. If they hadn't been first-class reasons we would not have granted it.

As was said by Vice-President Maloney, there was no organization in the automatic method of production in the Maryland Glass Corporation for years. Finally through constant and continuous agitation of this Association and with knowledge on the part of the firm that this Association was back of it and would help the men out who organized there, we finally secured organization. During several years we asked the firm to come to a flow conference. They did not see fit to do so. Last summer we sent directly to Mr. Heissler and appealed to him to come to the flow conference or be represented, and he designated Mr. Crownover to go. Mr. Crownover has not been any too friendly, and like all manufacturers as a general rule he demanded his pound of flesh. What happened at the flow conference? It is just possible that Mr. Crownover became a better friend of our Association, because when leaving he came up and shook hands with me and said, "I will do everything possible to co-operate with you and your organization and to carry out the agreement that we entered into." And it was said here the other day that he has done so. It was admitted in committee meeting that he told a man if he didn't pay an assessment he would have to get out, and he even went so far as to pay his assessment but gave him to understand that if it happened again he would have to leave the plant. Now is not that a change in attitude and position from what it was sometime back?

In the matter of granting apprentices and concessions, there is not a man here who does not know that in both organizations in all the years gone by, apprentices were loaned,—they were granted over the ratio. If a man was entitled to four or five he was often allowed to take six—borrow one, and doing that displaced a man. It was a common practice and custom. It was done for what? To promote the best interests of the Association, to cement a feeling of friendship between the plant, the management, the owner and this Association and protect the interests of the men employed therein, or to prevent the plant from going non-union, or to stop a feeling of non-unionism in the mind of the company or the individual, which ever it might be. As I said, this is the first time in history since I became a member of this Association that a protest came in against granting a concession for apprentices.

I also say to you that when Delegate Marshall says "We had no say," that is behind the entire matter. This is the question —Is the Baltimore branch going to interpret our constitution and tell this Association how it shall function? or, are the branches at large going to back up their elected representative and let him decide, through the Executive Board, how it is going to function?

There was nothing irregular in the proceeding. There was nothing unsound. It was legitimate in every way and was only carrying out past custom and practices, absolutely. And yet if in accordance with all our past action we had written the three-fifths into the book, which we always did previous to this time, they would have been entitled to the apprentice even under the law. But it was through us that the three-fifths was kept out and in the interest, as we think, of the Association—to save the Association some apprentices if possible, realizing that if the manufacturers challenged our right we would meet them by a concession. But even though we did leave out the three-fifths and it comes to the attention of the manufacturers, which no doubt it will, and they challenge us as to our right to do that, we are not afraid, we will meet them and back up our case the same as we do here. We did not do anything underhand. We did not do anything that we are afraid of or that we are ashamed to face at any time.

Now what are the laws of this Association? Certainly we write laws. Let me ask, Have any concessions that are not strictly in accordance with the law ever been granted in any of the plants that you men work in?

Board Member Roberts: Yes, plenty of them.

President Voll: Certainly there have been. We granted two concessions to Baltimore that were not in accordance with law. Talk about humiliation or pride. Secretary Jenkins had quoted the law in those cases. Then I took it up and told him, No, that must not be, under conditions and circumstances in our trade today, and we will have to make some concessions. And we made concessions to two plants in Baltimore, so that three plants in Baltimore have been granted concessions—not only the Maryland Glass Corporation but two other plants.

Now, so far as pricking anyone's pride is concerned, we safeguarded this delegate's interest. I would not allow any man's pride to be humiliated if I could possibly help it. I admire pride in any endeavor to be of service. But when pride goes to egotism, as it may at times, and conflicts with proper functioning and the solving of the problems of everyday life, then pride is neither to be admired nor upheld because it becomes secondary to the solving of those problems.

Now sir, Section 3 of Article VI of the constitution reads:

> The President and Executive Board shall use their own discretion in regard to conferences; they shall have full power to act in all difficulties and questions that may come before the Association between sessions, such as price lists, conferences, etc., and their decision shall be binding until revoked by the Annual Convention.

What does that mean? It means that the President and Executive Board shall meet any situation or question that may arise. They are to use their discretion in the matter of concessions or whatever it may be. Another law still stronger than that is in this constitution. It is Section 4 of Article XII, which reads:

> For exigencies not covered by these laws the President and Executive Board may adopt regulations to govern this Association, which shall have the force of law until reversed by the Annual Session, and all such regulations shall be reported to the Annual Session for approval.

That is an even stronger law although the first gives the right to make concessions or do whatever is best in the interests of the Association. But Branch 9 seems to have decided that the officers cannot use their power and discretion unless they first get permission of Branch 9, so far as it relates to Baltimore.

Even if the manager of the company had not approached Delegate Marshall and inquired about an apprentice but had simply written this letter to the National Office,—

"Our old friend Mr. John Bemisderfer has been working with an apprentice for a number of years, due to the fact that he has been somewhat incapacitated. The time of the present apprentice will be out this week, and we wish to know if you can not stretch a point so that we can put on another apprentice and keep John at work?" I say—even if he had never said anything to Delegate Marshall about it, that is an appealing letter—and to grant the concession without consulting Delegate Marshall or the Executive Board Member or anybody else would be for the best interests of the Association, because in a way it puts that firm or management under obligations to the Association. But we did not act without consultation. This letter is dated October 12th, my reply is the 18th. I took the matter up at once. I asked our Executive Officer about conditions in Baltimore, by telephone. He told me there were five journeymen and one apprentice, and after I learned that then I granted the concession, and it was granted for the purpose of keeping an old member of our Association at work, as set forth in this letter I have read to you.

Delegate Marshall seems to question the truth of this letter from Mr. Crownover. I do not question the truth of it. I will never question a man's veracity until through some action, underhanded or otherwise, he proves to me that he is an untruthful man, and particularly so when he holds a position of the kind and character that brings me into dealing with him as your chief officer, through conference, to settle wages, rules, hours and working conditions. When those men lose faith in me and I lose faith in them then I am no more good to you and such a man is no more good to the conference and I don't think he is very good to the people who employ him.

As you heard stated here, in order to prevent these delegates' pride from being hurt in any way I not only sent a letter to Delegate Speake, Secretary of Branch 9, so that the notification could be made, but I also sent a letter to the Secretary of Branch 118 who I presumed worked right in that plant, so the notification could be made by him also. It was made, and then Delegate Marshall goes to Secretary Speake and tells him he has been ignored, demands a special meeting, and the special meeting demands a vigorous protest without in any way consulting the President about the matter or giving him their reasons,—without first protesting or telling him why they thought it should not be done. They make a vigorous protest, but the whole thing is, "We had no say! We had no say!"

The question is, Suppose there is a feeling over in Baltimore in Branch 9 against the Maryland Glass Corporation. The latter asks for a concession, and it is for the best interests of the Association and within the authority of the President to grant it;

but Branch 9 says No, it shall not be granted, it is against the law; we don't believe it's right; we don't believe they are entitled to it; is the President to bow to Branch 9 when he knows it is to the best interests of the Association to grant the concession? Is he as your responsible representative, elected by you, to bow to Branch 9? Or, is he to take into consideration other branches of this Association and use his judgment and the power and prerogative granted him by the constitution? What would you say if he as President did that? Would you re-elect him again, a weak vascilating man of that kind and character? Possibly the trouble is the President has been a little too considerate in a great many matters. This is not all. But the time has come to decide here whether the President and Executive Board have power between sessions to grant these privileges? Whether you agree that they are working in the best interests of the Association? Whether the President violates the laws which you make? If he apparently does that, then for what purpose was that done? Was it for the purpose this protest implies? What purpose was it for?

Delegate Walters: For good.

President Voll: What does this protest imply he did it for? That he is a weak, incompetent person who does not know his business? Or, did he do it for some emolument or some business of some kind? That is what the protest implies, as sure as you are born. They have a right to protest and they have a right to come here and defend their protest, and I have a right to defend the action which is alleged to be the cause of the protest, and the officers who are associated with me.

I say to you it is not all. It is not difficult for a student of human nature to puncture the veneer with which men seek to cover their actions. I don't care whether in this Association, outside of this Association, in the churches, on the street, wherever it may be, constant contact shows the student of human nature that actions which might on their face seem altruistic cannot always be taken for the best interests of society. It is easy to discern where motives are honest and action is openly taken. Action sometimes is taken in co-operation helpful to the Association in an altruistic and constructive manner, but other times you can see throughout the Association action, under the veneer, where the ultimate goal is not constructive but destructive work. The President of the Association has to guard and guide against all these things wherever and whenever they come within his view or wherever he receives information of questionable expression or action.

As President of this Association we have been extremely lenient. You never heard us attribute any faults or unfair motives to anybody. You never heard us say anything derogatory or cutting. You never heard us say anything in branches that was critical or insinuating, or that might be insulting to some members. Never! That is not in our makeup. We know through practice of twenty-five years or more in this movement and in both associations that the best thing is not to humiliate or prick the pride but to hold out the hand of good-fellowship and to cement friendship and bring about harmony and co-operation between men so that organization can be solidified, even though it may hurt your own pride sometimes and you have to make sacrifices in doing it.

So I say to you now that even though there were no apprentice law at all, or we were not granting any this year, if a firm would appeal to us for an apprentice and we felt it was for the best interests of the Association at present and in future to grant an apprentice, we are under obligation to grant it. We are in duty bound to grant it, and to make any other concession that is right and in conformity with past and present practice.

I do say to you that if the time ever comes when the President and the Executive Board are obliged to consult a branch for permission to make a decision when a concession is requested, then good-bye to this Association. No organization could succeed if it were so hampered. That is just what is implied in this protest: "We had no say in the matter." Our constitution says the President and the Executive Board shall have the say as to what is for the best interests of the Association.

When I appeared before the Committee I did not refer to the constitution because members of Branch 9 stated there that they wanted the protest to stick. I simply explained that one of the reasons why we granted the concession was that if we were challenged in the matter of the fraction being left out perhaps it would not be our best interest; and in the face of that they brazenly said they wanted the protest to stick,—and stick it did.

Now, Delegates in this Convention, you have heard the evidence. You have heard why I granted the concession in this case? You have heard why I granted a concession to Carr-Lowrey last season, and how a similar concession was granted to Swindells. The latter firm did not take advantage of it, but it was granted to them just the same. Now the question is for you to decide.

Delegate Marshall: All I want to say is this: I am not the whole branch. President Voll referred to my personal pride. It is not my pride, but it is what I consider my duty and I try to do it in the right way. We wrote for an explanation. The President wrote back and, in my interpretation, invited us to protest it. That is the way I interpreted it. He wrote back and said he had made a decision. As I say, this delegation from Branch 9 had no right to withdraw that protest. It was a protest from Branch 9 and we are only representing it. I did what I thought was my duty. The branch made the protest, not I. It was not a question of pride. My pride goes so far that I am willing to take up a thing and do my duty, and if I am licked I am willing to shake hands with the man who licked me. I had no feeling in the matter. We were only doing what we were sent to do.

President Voll: The delegation will remember that in the course of my remarks I said that a year ago—Delegate Marshall's own time for it—the manager approached him and asked if they could put on apprentices and Delegate Marshall said, no. He says he did his duty in accordance with the law in the book. Did I not say that I was not questioning anyone's duty?

Delegate Marshall: You said, my pride.

President Voll: I did that. In fact, I did not invite the protest. I did not write to your branch outside of advising that the concession had been granted. I did not write this letter you speak of until after Branch 9 had written to me, protesting.

* * * * *

On the motion being put, to concur in and adopt the report of the Committee, which sustained the action of President Voll in granting an apprentice to the Maryland Glass Corporation, it was carried by a very large majority.

On the protest of John H. Arnold against Branch 95 having recalled him as a delegate to certain Trade Councils, the Committee sustained the branch. Delegate Grine explained:

Brother John Arnold had not paid any dues into our branch for about a year before we put the flows in last August. He asked me if he had to pay assessments on what he earned on the flow. I told him yes. He went around to most of the men on the flow and the consequences were that hardly any of them paid assessments. He got so far behind that the committee went to see him about it and he refused to pay. He asked if we had jurisdiction over the flow. I told him, yes, we had. He said we had no written agreement. I said, no, I never saw one. He said he had, but he never showed it. He also has a grudge, apparently, against some of the members of the committee.

Delegate Colin: For a matter of record: John Arnold is using the sationery of Branch 95 in writing to various organiations.

On motion, the Committee's report was concurred in.

After separate action had been taken on each one of the sixteen cases passed in by the Committee, on motion the Report was adopted as a whole, as follows:

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Brothers:

Your Committee on Appeals and Grievances submit for your consideration and action the following cases:

(1) Appeal of Branch 60, Terre Haute, Ind., on behalf of Brother William Wallace, for financial assistance. Brother Wal-

lace is seventy-three years old and suffering with badly crippled feet. This prevents him from doing any kind of work. We recommend that the trade be circularized in an appeal for financial aid for this brother.

Concurred in by unanimous vote.

(2) Appeal of Branch 81, Chicago Heights, Ill., for financial help for two crippled brothers,—Jasper Page who is blind, and Charles Diehl, who lost an arm. We believe these are worthy cases and recommend that the trade be circularized in their behalf. (This appeal was sent in later than is required by section 9 of the by-laws.)

Concurred in.

(3) Appeal of Mrs. Frank Snyder of Louisville, Ky., for financial aid on account of the illness of her husband, a member of the Association. This appeal was received sometime ago and it is believed that conditions have changed in the meantime; hence we recommend that no action be taken.

Concurred in, by unanimous vote.

(4) Appeal from Branch 95, Tarentum, Pa., for permission to unite with Branch 34 of the same place. We recommend that the branches be allowed to unite.

Concurred in, after discussion.

(5) Appeal of Branch 46, Parkersburg, W. Va., for financial help to Brother Drexel Nichols who is unable to work by reason of defective eyesight. We recommend that the trade be circularized in his behalf.

Concurred in.

(6) Appeal of Branch 101, Coshocton, Ohio, in behalf of Mrs. Frank Elliott,whose husband, a member of the Association, was killed in an accident and was not entitled to death benefits. We recommend that a subscription be taken in the trade in her behalf.

(7) Appeal to National Office by Brother Steven Carrig, of Branch 86, Fort Smith, Ark., for return of trade assessments paid by him when working as an up-keep man. He bases this request on the fact that the man who worked opposite him at that time did not pay. We learned that the man in question has been suspended; hence his failure to pay is no basis for Carrig's appeal. We recommend the action of the National Office, refusing the appeal, be sustained by the convention.

Concurred in.

(8) Appeal of Mrs. Mary E. Summers, upwards of eighty years of age, of East St. Louis, Ill., for financial aid. She is a widow and the mother of a former member, Brother Ed. Summers, now dead. His card was in his pocket at the time of his death but unfortunately he was not in good standing in his branch. Out of sympathy and believing Mrs. Summers to be worthy and in need of help, we recommend a collection in the convention.

Concurred in. (Subsequently, $47.79 was contributed.)

(9) Appeal of Branch 37, Lancaster, N. Y., for death benefits for the little daughter, aged eight years, of Brother John Robinson. We learn that Brother Robinson was not in good standing in Branch 37 at the time of his death; hence under the law a death claim could not be allowed. We regret this but feel obliged to recommend that the law of the Association be adhered to. We would however suggest that a subscription be taken throughout the trade for the benefit of the orphan child.

Concurred in.

(10) Appeal of Branch 78, East St. Louis, Ill., for death benefits to family of Brother George Washington Herschman, formerly a member of Branch 23, Belleville, Ill. The records in the National Office show that this brother was greatly in arrears and that he had never taken advantage of the sixty-year age exemption provision in the death beneficiary department. We are therefore constrained by the law to recommend that this claim shall not be allowed.

Concurred in.

(11) Appeal of Mrs. John Ziegler of Alton, Illinois, for death benefits of her late husband, John Ziegler, who was a member of the Association and died at the age of sixty-four with his card in his pocket. He had not paid death assessments for five years, hence was in bad standing and not entitled to benefits. Your Committee recommend that this appeal be not allowed.

Concurred in.

(12) Appeal of Branch 6, Salem, N. J., for the National Office to reimburse people who paid the funeral expenses of the late Brother Robert Moncrief. Your Committee denies this appeal for the reason that sufficient information was not given to justify action.

Concurred in.

(13) Protest of Branch 9, Baltimore, against the decision of President Voll in granting the Maryland Glass Corporation an apprentice. After hearing the evidence on both sides, your Committee sustain the decision of President Voll.

Concurred in after discussion.

(14) Protest of John H. Arnold against the action of Branch 95, Tarentum, Pa., recalling him as a delegate to the United Trades Councils of Western Pennsylvania and the Allegheny Valley Central Labor Unions, their reason therefor being conduct unbecoming a trade unionist. Your Committee concur in the action of Branch 95 and Secretary Grine.

Concurred in.

(15) Appeal for death benefits on account of the late James French of Alton, Illinois. This brother who died with his card in his pocket, was in arrears for death assessment and in bad standing, hence at the time of his death was not entitled to benefits. Your Committee recommend the claim be refused. (This had not been presented to the General Secretary as required by law).

Concurred in.

(16) Appeal of Branch 66, Toronto, for death benefits of former member, Joseph Phillips who died in May after a long illness. He was a member of Branch 66 for a number of years but for a long time preceding his death was not able to work and was suspended April, 1924. Branch 66 thought something might be done and asked that the appeal be made in the convention. As Brother Phillips was in bad standing at the time of his death, your Committee recommend that the appeal be rejected.

Concurred in.

Respectfully submitted,

JAMES P. DONNELLY, Chairman	Branch 26
B. J. NAPOLSKI	Branch 34
WILLIAM LODER	Branch 7
CARL SWANSON	Branch 75
FRANK L. DAHM, Secretary	Branch 78

The Committee on Stopper Grinders presented their report, by Chairman Wallace and Secretary Griner. On motion, unanimously agreed to, it was adopted as follows:

REPORT OF THE COMMITTEE ON STOPPER GRINDERS

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Stopper Grinders beg to submit the following recommendations:

(1) That all working rules now in force remain the same for the season of 1924-1925.

(2) That a general increase of 20 per cent over the 1923-1924 list be requested.

(3) That black or other colored or painted bottles on which grinders cannot see through the neck when grinding, shall pay 20 per cent above the net list.

(4) That the 4-ounce Marshall Field shall pay Pyramid price of fifteen cents.

(5) That the 8-ounce Marshall Field shall pay Pyramid price of twenty cents.

(6) That the 1-ounce Marshall Field, made blow-over, shall pay fifty cents per dozen.

Respectfully submitted,

WALTER T. WALLACE, Chairman	Branch 7
CONRAD MANTZ	Branch 81
C. H. GRINER, Secretary	Branch 9

The Committee on Good and Welfare through Chairman Carmelia and Secretary Parsons presented their recommendations. These were on motion unanimously agreed to, adopted as follows:

REPORT OF THE COMMITTEE ON GOOD AND WELFARE

To the Officers and Delegates of the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Good and Welfare after careful consideration of the suggestions offered in the Annual Reports of our Officers to this convention, respectfully submit the following for your consideration and action:

(1) It was brought out in the reports of Secretary Jenkins and Treasurer Halton that some branches during the past year failed to comply with the law which requires them to send in statements of the financial standing of the members on May first and the receipts which they have received from the National Secretary during the year, to the Chairmen of the Auditing and Credential Committees. We recommend that the law be complied with in this respect and that the branches which fail to do so be fined.

(2) We are pleased to note that most of the governments in their reply to the questionnaire sent out by the International Labor Bureau favored the proposition to stop all production twenty-four hours in each week. Your Committee recommend that our Association give hearty support and co-operation to this movement.

(3) We recommend and strongly urge delegates to this convention to give special attention to requests from the National Office to supply the demands of manufacturers so they may at all times keep their places filled, and also to use their influence to persuade competent workmen to accept these places so that our members may continue to work at their trade.

(4) Inasmuch as members of many of our branches have expressed dissatisfaction with daylight saving time which they contend causes them to lose the best hour of rest and works to their disadvantage, your Committee recommend that our officers use their influence to have Standard Time prevail throughout our industry.

(5) We understand a new method of production is about to be introduced by the Buck Glass Company of Baltimore and suggest that the officers and members of the Association do all in their power to make this method of manufacturing milk jars a success. We believe it will be the means of strengthening our organization and of giving employment to many of our members. Your Committee further recommend that delegates who have reason to believe their employers are going to install automatic machinery for the purpose of increased production on this line of ware, suggest to them to try this method first.

(6) There seems to be a great deal of unrest and dissatisfaction among our members and branches, with conditions existing in our trade. We recommend as a means of holding our membership together and creating a better feeling of fellowship as well as a greater interest in the trade, that an Executive Officer visit each branch at least once a year and adjust any grievances that may have arisen.

(7) Your Committee heartily concur in the action of our officers in making contributions to other labor and welfare organizations.

Respectfully submitted,

SILAS CARMELIA, Chairman..	Branch	10
C. W. MILLER	Branch	38
ALBERT RIHN	Branch	76
WILLIAM GABLE	Branch	129
ARIEL PARSONS, Secretary...	Branch	7

ORGANIZATION OF PACKERS

Discussion.

Delegate Rihn: I would like to ask a statement of the Chair, to go on the Minutes, whereby packers at home and throughout the trade will get an understanding as to how they are connected with our Association and what benefits they derive from it?

President Voll: I have been trying to impress that on the packers since 1914 when a convention decided to reorganize the industry. The first place I tried out my ability to organize packers was at Terre Haute. They were receiving one dollar and fifty cents per day in 1914-1915 and worked nine hours. We finallly prevailed on them to form an organization. Later when they were suspended after refusing to abide by the agreement the Association had entered into and we had to fill their places, they were receiving four dollars and fifty-eight cents per day. That was one of the benefits they got from the Association.

I understand the feed and flow operators and the packers have obtained an increase in wages through the intervention of a committee who took the matter up for them. Does anyone think it at all likely that if those packers and operators had not belonged to this Organization they would have been able to secure that increase? Another thing! Could they hold wages in times of stress and could they secure improved working conditions if they were not members of this Association? I mean, being a branch of the Organization and having its active co-operation and interest is a tremendous force and protection to them. The Glass Bottle Blowers' Association is willing to take in all the packers. They can not form an organization exclusively of their own for the reason that their work is included in our national charter.

At the Carr-Lowrey plant in Baltimore the management wanted to employ women. The packers said, No, if you do that we will quit,—and there were no women employed. Do you think if those packers had not been organized and if Branch 9 had not stood by them they would have been able to carry that point? Certainly not. Women would have been taken into the packing department. In Baltimore I believe the firms recognize committees of the packers. Is not that correct, Delegate Dall?

Delegate Dall: They consult the committee on all grievances, and if a man wants to quit he must give notice and if the firm wants to discharge him they must give the same notice. This question of the girls, when they rebuilt that plant and put on an extra flow they had to get more operators and they were going to put on girls. The packers' committee came to the blowers' committee and asked if they could go out on strike. We told them nobody could order a strike but a convention or President Voll and the Executive Board. I advised them that Branch 9 would back them up and they should, through a committee, take the matter up with the management. They did so and it was adjusted. About a year ago they got a 5-cents increase; women were not employed, and the men secured that increase because the organization was there to co-operate with and assist them.

President Voll: That is another illustration of the benefit of the Organization to packers.

Delegate Chard spoke of an incident in a plant with which he was familiar, where an effort was made to employ girls; through the help of the branch that was prevented and the grievances settled; but the packers sometimes say, "We will look after our own business; we are organized and can do that." I try to persuade them that it's much better for us to be together. Now in future if firms were to carry out the threat and put girls on, what policy shall we as members adopt; lay down our tools and say we will not work?

President Voll: No, sir! No, sir!

Delegate Chard: Then wouldn't it be policy for us to put forth effort to get those men to come in and be one organization, with one head? In Baltimore I didn't know they did that. If we could bring pressure to Branch 7 and others and persuade packers that they would be benefited by joining our Association it would certainly be a good thing.

President Voll: May I give you a little information about that, Delegate Chard? Secretary Jenkins and I a few years ago attended two meetings of the packers at Millville. We stayed until the last train. We met all their arguments and objections to the extent that we thought very soon their application would be in the Office for affiliation with the Glass Bottle Blowers' Association. Not only that, but I took the matter up with Mr. Bacon about the packers coming in. At one time he was very favorable to that but he didn't like to go so far as to tell them they should join. But the selfishness of those packers kept them out. We appealed to them to come in but they did not.

Delegate Frank Carter: What is the standard wage of the packer.

President Voll: There is none.

Delegate Frank Carter: Our packers are not organized but receive $31.04 a week. There are some ex-blowers among them and we cannot talk to them with that wage. Every third week they get $34.80, day-shift. They pack off the lehr. The firm allows them an extra day for working from Saturday night to Monday morning, so every third shift there is an increase. On the rate of wages they get we can't handle those fellows.

Delegate Reid: Are the packers supposed to pay two per cent?

President Voll: If they make over four dollars a day.

Delegate Frank Carter: Our packers made over six dollars a day and they are entitled to pay the full trade and death assessment.

Delegate Dall: I cannot see why men who work for a living don't belong to the craft organization they are in. Lawyers join the Bar Association; physicians join a medical society; the

United States Chamber of Commerce is one great big union of which the separate Chambers of Commerce are locals. How men who have to work for a living should stand aside from an organization of their craft and refuse to pay a two per cent assessment is beyond me.

President Voll: The committee appointed to meet in regard to the matter of working the Miller machine with eight molds and two gathering boys discussed the matter pretty thoroughly and practically agreed it could be worked successfully. We called Mr. Buck by long distance telephone. We learned that the builder of the machine will be at the Buck plant tomorrow. He told us that the machine is constructed so it will take two gathering boys; the ring holes are very close together, and there will be no trouble about the installation, as he saw it.

He felt that production would run six hundred dozen per day, and possibly more—up to six hundred and fifty. I told him our men were in agreement with him that possibly production would run that high. Whether it could be kept that high we did not know. But the object was to operate the machine with three men instead of having two machines swinging three to two. There will be two gathering boys dropping in the blanks and another extra man (the same as swinging three to two) who will watch the ware as it comes out, for weight alone. Competition is so close in capacity, and weight so carefully noted that unless he can operate that way, whereby the third member is watching the bottles as they come out, he will not install the machine.

In addition he infroms me that not only has Miller an 8-mold machine but he has either in construction or finished, a 10-mold machine to make milks. So the possibilities are there is going to be an invasion of the method of producting milks which may employ quite a number of our men.

We should cooperate to the fullest extent in order to help make that installation and to make it permanent if possible. If that can be done and they can compete with the new methods of production, it means that a great many of our machine men will be employed again and that this organization will grow in numbers.

Convention adjourned to 1.30 o'clock P. M. Wednesday, July 16, 1924.

NINTH DAY'S SESSION.

ATLANTIC CITY, N. J., Wednesday, July 16, 1924.

Convention was called to order and America sung, President Voll in the chair. Roll call showed officers and delegates all present.

The Committee on Union Label reported, by Chairman Scholes and Secretary Minnick, as follows:

REPORT OF COMMITTEE ON UNION LABEL.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Union Label beg leave to submit the following report:

We realize that it is inconsistent for the individual and the collective membership of the trade union movement to advocate the manufacture of articles by organized labor and neglect to purchase goods bearing the union label. We therefore recommend—

(1) That the membership of the Glass Bottle Blowers' Association exercise a greater spirit of persistence in demanding the union label on all manufactured products.

(2) That we put forth a greater effort to instill this doctrine into the members of our families and all others with whom we come in contact.

(3) That a firm such as the Sweet-Orr Manufacturing Company of Detroit who recognize and employ only members of organized labor and whose factories are 100 per cent organized,

should have the hearty support of the trade union movement in general. We further recommend that this convention go on record in compliance with the request of Mr. Peter Summerville, and send our endorsement to this company. We further urge that we carry this endorsement back to our respective branches.

(4) That all delegates on their return home recommend to their respective branches the necessity of appointing union label committees.

Respectfully submitted,

JOSEPH SCHOLES, Chairman	Branch 7
WALTER T. WALLACE	Branch 7
EDWARD MERCHANT	Branch 38
B. J. NAPOLSKI	Branch 34
GEORGE A. MINNICK, Secretary	Branch 9

On motion this was adopted by a unanimous vote.

A number of delegates were detained by committee work and at the suggestion of President Voll, Secretary Jenkins read some highly interesting correspondence between the National Office and the Federal Council of the Churches of Christ and some economists of authority. He also read a circular letter and report from a committee of the National Manufacturers' Association which gave considerable information as to methods by which open shop advocates were carrying on a subtle propaganda to disseminate their theories.

The report of the Committee on Automatic Machinery was then given by Chairman Egan and Secretary Scully. This proved to be greatly informative.

REPORT OF COMMITTEE ON AUTOMATIC MACHINERY (Discussion)

During the presentation of this Report there was a good bit of discussion. The first was on an amendment proposed to Section 6 of the Working Rues, striking out the words "experienced or satisfactory operators" and substituting the word "same." This was agreed to.

The rule provides, in substance, that when an operator is to be hired in the machine department he shall be a member of the

Association, providing it can supply a man; if it can not and a man is put on the machine who is not a member then "the operator so put up shall at the end of six months be taken in to the Association." The question was raised whether it was obligatory to wait six months and President Voll was asked what the practice had been. To this he replied:

The instructions have always been that where there is no objection on the part of manufacturers and we do not think it necessary to consult them, we take those operators in at once. If a manufacturer objects and insists on the man, or the boy, serving an apprenticeship then after that has been complied with he is under obligation to agree to our taking him in as provided by this rule.

Delegate Cleary: On the flow and feeder we get a rate of sixty-six cents an hour and a bonus of one cent over five hundred dozen, on mineral bottles. When it came to the question of employing men on the new flows the manufacturer wanted to start on the sixty cents per hour proposition. The workmen had been getting sixty-six cents an hour and a bonus, whereby we could work the machine fast or slow. This fire we had a certain speed of fifteen a minute. We agreed to allow him to pay the minimum wage of sixty cents an hour for three months. A lot of our old blowers and machine men who were put on said, "We worked our apprenticeship a good many years ago" and were dissatisfied.

In another shop the chief operator conceived the idea that he could teach new men to operate the machine and they could learn as easily as glassworkers. They put on boys and paid them forty cents an hour and at the end of three months gave them forty-five cents an hour and then dictated how long the apprenticeship should last. That is the reason we originally put in that period of six months in Section 6 of the rules. It was said they could get as many men as were wanted and they could be made competent operators in a day; but an outsider who knows nothing about the glass industry could not learn in two months. I claim all glassworkers are competent men.

Delegate Bowser: I understand this amendment provides that when outside men are put on after they have served six months it is obligatory for them to join the Association. Is that correct?

Executive Member Connolly: I made the explanation Delegate Bowser refers to. I say any time that a firm puts a man on who is an outsider and gives him charge of a machine, if he is willing he has the privilege of joining our Association and a branch can take him in. On one or two occasions men were put on who objected to joining the Association. The six months clause means that if at the end of that period a man does not join, then the manufacturer tells him to join the Association or to get out of the plant.

Delegate Dahm, speaking of experiences Branch 78 of East St. Louis had with this rule said that on several occasions it had taken in rather large groups of men, as many as eleven to fifteen, but that few if any remained permanently as members.

Delegate Schultz inquired: Would a branch need to notify the firm when it takes in an apprentice before the expiration of six months? The reply was to the effect that it is not necessary.

Delegate Heinegger: The practice with us is that if we cannot get an experienced man we put on a green man and if we find he is doing the right thing we give him a chance. We are trying to make a rule whereby we can get good men in.

Delegate Egan: One reason for this amendment is that some firms, for illustration, do repair work and make the claim that the work which members of our Association do is not repair work, and they only pay straight wages. We want to protect our membership. If we work on Sunday we are supposed to receive time and a half.

Delegate Dahm: Branch 78 has a resolution on the same subject. We want time and a half for our men. If you go to the manufacturer and ask him for time and a half for overtime he says, "It isn't in your book. If you show me where it is in your book we'll pay it." We have been trying to get a rule like that.

Delegate Walters: We have the same contention in our place. This is 1924 and who would ever imagine that a firm would ask a white man to work sixteen hours a day, straight? I worked so a whole week—from Monday to eleven o'clock Saturday night. Then the manager said, "Walters, it's up to you to start your machine off at twelve o'clock Sunday night." I asked, "What's the matter with the other fellow doing it? Don't ride a horse to death. Give me time and a half." He replied, "It isn't in your book." We have good ,working conditions, perhaps better than any other place; all we have to do is turn the oil on and off. We don't have to change molds or needles. But look what we produce at sixty cents an hour. I am here to fight for consideration for the men back home. Some of the men have gone to work in the tannery and wherever they can get a job and some walk six to eight miles to work and return, for the simple reason they can't get a job in the glasshouse, and when you do get in they try to make a slave of you. I insist that the rights of the glassworkers should be protected.

Chairman Egan: That was all brought out before the Committee and they felt the time is not opportune at present when we can enforce such a rule. The recommendations which the Committee finally agreed to are being read by the Secretary. There are several things I might tell you of. One is they might overload the factory with men to take the place of glassworkers. We want to secure better wages and conditions, but we are not in position to do anything more now. It may be some of the men feel they would like to go on record with the grievances they present, but this was all gone over before the Committee and every man who appeared had a chance to tell all about the thing he was interested in. We would all like to have more money, but I told these men we felt certain things could be done but as to many others which were brought up we advised them to report to their branches that they had done all they could.

Delegate Cleary: For instance, the chief operators whom we are to take into our Association—we have agreed to that and made up our minds they must join. In Chattanooga those men are paid a flat rate which perhaps amounts to more than the operator gets and probably more than time and a half. The chief operator gets forty dollars a week, flat rate, the other forty-five. The man who is the head or the mechanic of machines gets fifty-five.

Those men are supposed to come any time they are needed—at the call of the firm, Sundays or any other day. They change molds and fix the machines. If a provision for time and a half were put on them, how could we enforce that? Where I am employed men may work as operators probably six or eight months, but these other men get straight twelve months' time, and they are the men we insist on taking into the Organization. We cannot enforce time and a half on those men. If we were to do that they might be getting about one hundred dollars a week.

President Voll: That is the difference between salaried men and working on a wage. Those men would be salaried and would be privileged to do just what you say.

Vice-President Maloney: The recommendations of the Committee that I have heard read are good and I am for them and I don't wish to offer any objections, but may I suggest that this machine department is growing and this discussion is conclusive that it is being placed on a sound basis and will be an important part of our Organization. The job is getting better and it will be better yet, and it is well to bring out these points for the benefit of the men who were not in the committee meetings. I am sure my mind is not made up about the flow and feeder; something new is coming in every day; it is not well for a man to close his mind and think he cannot learn any more about machines. I want further information. The point is this: Is it better for a man who works on that flow machine to do nothing else than watch the glass in the bottle; or, is it better for him to make himself indispensible to the employer by getting a line on everything connected with the machine? I believe the latter is the best way. If the man who works on a machine knows everything about it he is essential and of value to the firm; then the union he represents will be of interest and useful to the manufacturer. The flow and feeder department is in its infancy. We want these discussions now just as in the past we had them about the hand department and the semi-automatic machine. This is an important phase in development.

Delegate Dahm: We have trouble-makers, or "trouble-shooters," as we call them, who say, "Why do we want the union?" Some of our men on the machine get seventy-five cents an hour and they want a dollar an hour and time and a half for overtime.

President Voll: What did your men receive when they first went on the machine?

Delegate Dahm: Fifty cents an hour.

Delegate Walters: In regard to taking care of the needle and bushings, we don't refuse to do it, but every man on the feeder knows as much about the needle and bushings as the man who does it. But we have men who are not capable of holding a job on the foot bench and we work around so that those men can get an opportunity to work. We didn't refuse to do any work but we tried to get the old men a job.

Delegate Bowser: Some branches haven't got idle men because those members who were displaced by machinery have gone out and hunted other work. I have worked over eight hours and will do it again when it is necessary. The manufacturers need us and we need them; when they give us consideration we give them consideration, and when there is no member at hand whom we can put on, the manufacturers have a right to put on whoever they please. When men are off through unavoidable cause and we are asked to go on in their place I think it is our duty to do so. If we help them they will be for us. It seems to me there is no necessity for working sixteen hours if there is a right feeling in a branch and if some of those fellows could split. In big branches where are a lot of idle men you can put men in, but in small branches there are no idle men.

Delegate Egan: Some men receive away over the rate and get a higher wage than is provided. I know what several members are doing on the machine and some of them could not get a job in the factory where I work. A good many men become adept at working on the machine in a very short time and a man doesn't have to be around a glass plant all his life in order to learn the up-to-date methods in use, especially on the most modern feeders. I think we should try to make ourselves indispensible to our employers. Let them see that when something happens we know where the trouble is and go right after it. We are responsible for the whole thing in our plant and if we don't produce a day's work they want to know why. Some men who spoke before the Committee said they could sit down occasionally and read, but where I am you can't get on your chair, you have to keep on your feet. It's up to our members to watch the machine at work and know it and to be able to do something when needed. If you don't know how to start the machine, go around and see how the other fellow starts it and learn in that way.

Delegate Frank Carter: There is not a man in our plant today who can't take care of the machine in every way, shape and form when it is down. The reason we don't do it is because we were told through the foreman to let it alone. The foreman gets fifty dollars; the assistant, thirty-five dollars, and there are three men on each shift and a spare operator with regular wages of fifty cents. We were all taken into the office and the question asked: "Do the operators know anything about the upkeep of the machines?" They mighty quickly took to their feet and said "Yes." Then the manager said, "What I want to say is this—I hold the operators responsible for the production. They make quantity, which I want, and quality, which brings returns of money to pay you and provide for all expenses. You men who are paid exclusively for taking care of these machines and keeping them in order, I say to you, At all times let the operators' glass be ready. I don't want the operators to keep up the machines. I do want them to know how, but I am paying you men to do that and I expect you to do it, and the operator is not accountable when the machine is down." Now we, that is, the operators, do not keep up the repairs because we were told not to.

Delegate Dahm: We have no idle men in East St. Louis. Some men said they would quit unless they received sixty cents per hour. The manager said he would put on glassworkers. We asked for sixty cents and the manager said, "It isn't in the book" I think it would be a good idea to have it specified in the book for this kind of fellows. We have good working conditions.

Delegate Loder: The manager told me in one season he had thirty-five men come in and out of the plant. Now if it is so easy to learn to operate the feed and flow why is there such a high turnover? It is easier to operate the Hartford than some others; the man in the hole has hard work. They are getting down to brass tacks and have an efficiency system.

Delegate Heinegger: We used to get time and a half for overtime in Baltimore and my branch told me to bring it up here, for that reason. We had a production man when the Maryland Glass Corporation and Carr-Lowrey plants were both paying time and a half, but he could not find in the book where time and a half was provided for, so both plants stopped. The Maryland Glass Corporation decided to pay sixty-six cents, then Carr-Lowrey, and then the Maryland decided on seventy cents. We thought possibly we might get time and a half. I am stating this because I want it in the convention minutes so that members of Branch 118 can see I presented it and have the benefit of whatever discussion or decision may come in connection with it.

Delegate Cleary: We could stay today and tomorrow and every one of us repeat and urge the delegates to say what has already been said here. If every man who works on the flow and feed device will learn to take charge of his machine we can do away with the upkeep man and make ourselves more valuable to our employers and give our officers something to talk about in conference.

Some of the men who came to the committee meetings said it was easy to sit and watch the glass. That is easy for a glassworker, he can quickly learn that, but it takes a man a long time to understand the machine thoroughly, and when he has reached that point he is of much more value as a workman. The thing we want to hammer in is that every delegate ought to do as much as he can to induce the men who operate the flow to learn how to operate it and to thoroughly understand it. Factories would like it if the men would take care of the machines and get rid of the expense of the upkeep men.

Board Member Campbell: I am very much interested in this question. I work in that department and found it hard at first, but it pays to understand the machine and become thoroughly efficient. It is possible to make that job just as big and skillful as you desire. A representative of the feed and flow who is out in the field trying to persuade manufacturers to install them says that anyone can operate them and they do not require any skill to operate. That is used only for a talking or selling point. If we wish to let it go at that, very well, but there is another side. It is true that in some factories men are practically not allowed to touch the machine in the way of setting it up or repairing it. One reason for that is so manufacturers can insist on paying the minimum wage of sixty cents an hour and have one highly skilled man to take care of the machine and everything connected with it. But it is up to us to make the machine as big a job as possible, and a dollar or more per hour will come. Most of the delegates here are, I am sure, good machine workers. You know your machine far better than the upkeep man and you knew the machine before the feed and flow was put in. Why can't you do the other work—that is, take care of the machine and do away with the need of repair men and be in a position where you do not need to call on anyone to help out?

That plan has worked out in Rochester where the men learn all about the machine and thoroughly understand it and can do whatever is necessary; in fact they do everything about it. Two upkeep men have been eliminated and members of our Association put on who understand the machine. That is one way to get better wages. It is the aim of your officers to get our men up to such a high stage of efficiency that we will control the machine absolutely. Men who went into the machine department and used their brains have made a success, and you will do the same in the flow department.

During the past year I have had many requests to explain the bonus system and how it is arrived at. At our plant we work a bonus and it is successful. Men run from thirty to forty-four dollars a week—I believe they average thirty-five dollars and sixty cents on the flow. The bonus system is worked out this way: We have a list with all the ware that is made on the flow, specifying the name and wages. Take an 8-ounce weight horseradish, the basis where the bonus starts, five hundred and forty dozen—all over that pays fourteen cents per gross. Then take as a basis the ordinary miscellaneous line of ware, when the job is put on there is no bonus, if it is new. That job is worked for a week or two perhaps before a bonus is arrived at. Then they take the high day's work and figure up the three shifts for the day; six times three is eighteen, so they divide that total by eighteen , and that gives the average day of each shift—the average packing of each shift. They don't start the bonus from that. They allow so much—a certain percentage on a light weight bottle, perhaps twelve per cent, or on a heavy weight bottle perhaps ten per cent,—it saves better. They take that as a matter of breakage, loss, and so forth. There may be different percentages on different jobs. Then they set that as the bonus starting basis, and that goes back to the time when the job started. That is the system by which we arrive at the bonus in Rochester, and it has worked out pretty successfully.

We will get better bonuses, better minimum rates, better hours and working conditions when the men in the feed and flow department completely surround the whole unit and make themselves so valuable that the firm cannot get along without them. I say to you delegates here, Go all the way in the machine department. Do it all. Master the machine and the feed and flow. When you do that your officers will be in position to go before the manufacturers and secure an advantageous agreement, because we have got an argument whereby better hours, conditions and wages can be secured.

Delegate Grine: Do you change your own needle and are you permitted to make other changes when necessary? I have never seen it done in our factory.

Board Member Campbell: We do. Our men thoroughly understand the machine and can do whatever may be necessary.

Delegate Grine: It takes two men to change a needle on some machines and we have to get the man next us to help; if the next man is busy we call on the upkeep man.

Several delegates stated they were accustomed to change the needle without help and could do it. It developed that needles varied on different types of machine, and to properly change a needle on some machines, required the service of two men.

Delegate Roberts: Our men came to meetings of the branch and wanted to know what they had to do on the flow. Some seemed to think all that was necessary was to sit by the machine and watch the glass. I tried to impress them with the fact that they should learn all about the machine and how to take care of it, and do that whenever opportunity afforded.

Delegate Wilson: In Salem, on the Hartford feeder, the operator generally changes the needle; where it takes two men to change a needle, two men can help each other if the machines are close enough together. Wages are sixty-six, sixty-eight, and seventy-five cents an hour. In addition there is a system of merit pay of five per cent for the first year and one per cent beyond that, and a bonus that amounts to a dollar and a half a day extra.

Delegate Thompson: In some factories there are no upkeep men and the operators are expected to take care of the machines. In one that I know of the manager says he wants mechanics to operate the machines. I suppose when a glassblower thoroughly understands the machine he is entitled to be considered a mechanic in that work.

Delegate Reid: How many operators are employed on the triple feeder?

Delegate Egan: One man operates the feeder and the other the machine.

President Voll: Don't you think that owing to the quality manufacturers are trying to get out on the flows and feeds, on the one unit especially, that the triple unit will finally go by the wayside?

Delegate Egan: Yes. I will answer you this way: We have nine quadruple units and four of the single, and from what I can see I don't believe they will ever put in another quadruple. They have more chance to make a diversified line on a single unit and get more difference in weight.

President Voll: Isn't it better quality?

Delegate Egan: No, I will not say better quality.

Delegate Wilson: On one machine they make over six hundred gross in twenty-four hours.

Delegate Cleary: The single unit is going to be the coming machine and it will make better ware and you can get the weight better. It is more uniform.

Delegate Wilson: They just got through experimenting in Salem with two types of machine and they have taken them out. They had one where the mold went to the blank and the other the blank came to the mold.

Delegate Egan: We can run the machine to get twenty-eight hundred dozen in eight hours. I am running a single unit and we can come within a gnat's eyebrow in the weight.

President Voll: Suppose that the bottle is larger in capacity and weight than castoria, for instance, does the triple unit make the ware just as good?

Delegate Egan: Yes, sure, and more will be installed. Unless you have one weight on the quadruple unit you can't handle it, but with a triple unit you can make several varieties, styles, shapes and weights on the one machine, and you can do that on the single machine, too. I claim the point is this—we are taking one of our furnaces—we have three and each has three quadruple units. Those three units will operate twelve machines. You can work six-ounce on one, you can get eight-ounce on another, and sixteen-ounce on the third. There are three quadruple units running twelve machines with three weights. If you put in single weights you can work twelve single units with twelve different weights.

Board Member McLaughlin: The experiences and opinions delegates have given on this subject of the machine are valuable to the officers and the membership at large. I think men ought to learn everything possible about the flow and feed device. In a factory up in the mountain district where we secured jurisdiction over the flow and feed device, the management, after he agreed with me that the blower or ex-machine operator was best qualified to operate the flow, said: "I believe the operator should learn everything about the machine and I will encourage him to do so by giving him a liberal bonus." Men are making in that factory from six to nine dollars a day. That manufacturer had two objects in view. One was, his plant was isolated and it would be difficult to get a man there to adjust the machine. The man who installed it did not show the operators any more than he could help. He said, "It would be better to not let the operators monkey with the machine." As soon as the operators become efficient so they can tear down the machine and reconstruct it they will control the job absolutely. I don't believe the average glassworker ever figured on taking another man's job or anything that looked like it, but that machine has taken his job and if he does learn to take it down and reconstruct it he is only taking back his own work. I hope the delegates will all take this word to our members at home and urge them to learn everything possible about the machine.

REMARKS BY PRESIDENT VOLL.

Operation of Feed and Flow Device.

This has been an educational and constructive discussion and will be helpful to everyone who hears or reads it. The points that have been brought out must convince employers in time that their hoped for production on the new methods, in quality and quantity, will lie with the members of our Association, absolutely so. They are beginning to realize that now. The fact of the matter is they admit to us even now that our men make the best operators and if they can possibly get them they want them. That was admitted in the May Conference. It has taken some time to bring that about. This discussion here, showing how our men have applied themselves until they are able to take care of the entire unit, indicates what brings success to the individual and to our Association. Our advice has always been to our men to make machinists of themselves if necessary. That means, to be ready to take the machine apart and put it together again if need arises.

Because our men were employed at that work at Newark last winter the machinists came along and said we could not do it. President Johnson took it up with me at the Portland Convention. I asked, "Are any of our men working in the machine shop, making any parts, or running a lathe?" He said, "I don't think they are." That work which has been talked of here is not machinists' work but belongs to our Association.

Our claim is that after a machine has come from the lathe, or the mold in the foundry, and has been assembled and built, if anything happens to it which requires our men to use their brains and skill, it is their duty and business to take that machine apart if necessary and put it together again, if their employer wants them to do it. If they are able to do it they are skilled men. If you can make yourselves so skillful that your labor will be almost indispensible in getting out work on the machine, then we will have no trouble about getting our men on the machines and getting out production and making an agreement. It has taken a long while to bring that condition about and it is highly gratifying to hear of the progress we have made.

Referring to a question asked by a delegate, the sixteen-hour day is an imposition. There is nothing fair or just about it and in a manner it is inhuman. No employer should ask a man to do that. But because it happened in one place it is not necessary to make a law to cover it. We have laws by which to take care of that.

Some manufacturers do not want our men to be skilled on the machine, but they are all coming to that frame of mind where they see the desirability of the operator thoroughly understanding and being able to take care of it. The employer who offers an incentive to his men to work has an advantage over the others. When the product comes from his machine it is the best that it is possible for the machine with the help of the skilled man to produce. But if the employe has no incentive it may happen, as we know it does at times, that he does not care what kind of ware the machine produces.

I think we have made a wonderful start. This convention is remarkable in the understanding which delegates have shown of the fundamental and essential needs of the machine department at the present time. This discussion reminds us of old times when there were no machines and we discussed different bottles and non-unionism and such subjects.

Now about wages. Of course we are going to try to get all the wages we possibly can. The object of the Association is to raise the minimum. The effort of the branch is to increase that wage as high as it can be got through agreement or co-operation. The best way to increase that wage above the minimum is to do the things we have been talking about this afternoon. The fact is that starting from the Illinois Glass Company on down, word went out when automatic machines came in that it was dangerous to put our men on those machines to operate them. Mr. Levis said, "It is only natural that members of the Glass Bottle Blowers' Association would be antagonistic. It throws them out of a job, and they might throw a monkey wrench into the machine and do all they could to hinder production." Builders and manufacturers of machines took the same position—that our men would not operate the machine and would do what they could to retard it. But when the machine was introduced our blowers never did that. In Muncie,Brother Connolly was one of those who took hold of the machine at once and very efficiently. Some men were a mass of blisters from the breast to the stomach, but they learned to operate those machines, and it is a matter of history that our blowers took hold of them and mastered them. There is not a machine that ever came into the industry that we have not tried to help make a success.

As finally adopted by unanimous vote, the report is as follows:

REPORT OF COMMITTEE ON AUTOMATIC MACHINERY.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting:

Your Committee on Automatic Machinery submit the following report for your consideration and action:

Rules and Regulations.

We recommend that members of the glass factory employes' department who are working as up-keep men shall comply with Section 1 of Article XI of the Constitution, wherein assessments are made obligatory.

We recommend that Sections 1, 2, 3, and 4 of the General Rules and Regulations governing the automatic machine department during the season of 1923-1924 shall remain the same during the season of 1924-1925.

We recommend that Section 5 be amended so that the eve of July Fourth shall be included as a holiday—Fourth of July eve, day and night.

We recommend that Section 6 of the Rules be amended by striking out the words "experienced or satisfactory operators," in the seventh and eighth lines thereof, and inserting the word "same." Section 6 then to read:

> The right of managers to hire and discharge employes is acknowledged and it is understood that where an operator is to be hired he shall be a member of the Glass Bottle Blowers' Association providing said Association shall be able to furnish same; in case it is not, then help may be drawn from any source, at the option of the manufacturer, and the operator so put up shall at the end of six months be taken into the Association.

We recommend that Sections 7 and 8 of the Rules remain as at present.

We recommend that Section 9 be amended by adding thereto the words "and the factory committee." Section 9 to read:

> The number of operators permanently employed in operating any automatic machine shall be determined by the employer, and the duty of such operators shall be defined by each factory manager and the factory committee.

We recommend that Section 10 of the Rules be amended so that it will read:

> The minimum wage of operators shall be seventy-five cents per hour except when work is done on Sundays and holidays when wages shall be paid at the rate of one dollar twelve and a half cents ($1.12½) per hour.

We recommend that Sections 11, 12, 13, and 14 remain in their present form.

Respectfully submitted,

John W. Egan, Chairman	Br. 6	William Heinegger	Br. 118
Harvey Winn	Br. 27	Richard Powers	Br. 26
Charles Hummell	Br. 38	Lester B. Moore	Br. 3
George H. Walters	Br. 47	Alfred Crist, Jr.	Br. 70
Theodore Paige	Br. 24	Roy Cleary	Br. 92
Samuel T. Carter	Br. 7	Ariel Parsons	Br. 7
Charles Brookes	Br. 18	Clarence D. Bowser	Br. 98
Edward C. Wilson	Br. 6	Albert Rihn	Br. 76
William Gable	Br. 129	Charles E. Thompson	Br. 94
Frank Lambalzer	Br. 37	Frank Carter	Br. 120
Lawrence Turner	Br. 60	William C. Connelly	Br. 12
Richard Schultz	Br. 20	Thomas F. Scully, Sec'y	Br. 133
William S. Grine	Br. 95		

The Committee on Political Protest and Injunction then made their report through Chairman Essex and Secretary Kinney, the latter reading. It was received with applause and on motion, unanimously agreed to, adopted as follows:

REPORT OF COMMITTEE ON POLITICAL PROTEST AND INJUNCTION.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

The Trade Union Movement has successfully resisted the most determined efforts by the vested interests of this country to destroy labor organizations and establish the non-union shop. For five years they have been carrying on this campaign. They failed in their dastardly purpose to enslave the workers, and now we find the last declaration of the National Chamber of Commerce reaffirming their stand on the open shop is rather mild, to say the least.

It may be that some of the so-called "best minds" are coming to the conclusion that possibly after all those who do the work of the world are winning their way to a determining voice in the affairs of their country, not only from a political but also an industrial viewpoint.

To President Samuel Gompers, Secretary Frank Morrison, Treasurer Daniel Tobin and the others of the Executive Council of the American Federation of Labor we again express our grateful appreciation and acknowledgment of their splendid work in holding the lines everywhere and for the practical results obtained on industrial and political fields.

We highly commend our Fraternal Delegates, President John A. Voll and Brother John J. Dall, who represented our Association at the Portland, Oregon, Convention, and we earnestly advise a careful study of their splendid report.

Once again we urge upon all our members the necessity of adopting the practical policy of the National Non-Partisan Political Campaign Committee of the American Federation of Labor.

We are happy to record that the Legislative Committee of the American Federation of Labor has found a most receptive attitude among the members of the Sixty-eighth Congress. This has not been the case for many years except during the war period. A number of Congressmen and Senators have requested information from the Federation concerning its position on many measures that come before them for discussion and action. Many friends of labor were elected in the non-partisan political campaign of 1922, and we may add here, with some degree of satisfaction, that many enemies of labor were defeated. Let us impress upon you delegates, and through you on all with whom you come in contact, with all the force we can command, that it is our earnest hope and we believe our duty to see to it that those members of the House and Senate who stood by labor and the people shall be re-elected by overwhelming majorities. The next Congress should be even better than the last one, and it certainly will be if the workers and all other liberal minded citizens are loyal to their country and the welfare of humanity.

On the subject of the abuse by the courts of the injunctive power we are in full and hearty accord with President Voll. The administration of justice in our country is, we fear, on the decline. As has been so well said by others, "under such a system of government as ours the maintenance of well-nigh universal confidence in the judiciary is pretty nearly essential to national safety. To maintain such confidence, must we not confine the courts to the sphere in which the creators of our constitutional system intended them to move and have their being?"

In the early part of the eighteenth century many repressive acts of legislation were passed in an effort to destroy the labor unions of that period. Employers, government officials, journalists and clergymen urged that organizations of workers were dangerous, and every possible legal and economic weapon was used to suppress the trade unions. These efforts all failed, and today the right of the workers to organize and bargain collectively is legally safeguarded, in England.

Thirty-six years ago a State Court in our own country issued the first injunction in a labor dispute and in 1891 the first Federal Court used this instrument to oppress labor unions and assist employers during labor controversies. Today one of the first moves made by employers when a strike occurs is an application for an injunction,—and these are granted by the wholesale. It is nothing short of tyranny when this power is exercised by a single official who is not elected, mind you, but appointed for life.

There is no doubt in our minds that the modern use of the writ of injunction, especially in labor disputes, is both revolutionary and destructive. Popular government was unknown when the injunction writ was designed for the purpose of permitting a speedy adjustment of controversies. How far afield it has been taken in the efforts to shackle labor in struggles for industrial freedom, you are all familiar with. The American Federation of Labor demands that the injunction shall be restricted to its original purpose—the protection of property—and that its application to personal relations in industrial disputes shall be prohibited. In this sentiment we earnestly concur.

A decision of the eighth Circuit Court of Appeals, filed in St. Louis, July 12, 1924, apparently ended ten years of litigation in which the Coronado Coal Company sought in vain to recover damages from the United Mine Workers of America for alleged destruction of property by strikers in the Arkansas field in 1914. The decision affirms the ruling of Federal Judge John C. Pollock in favor of the United Mine Workers of America and follows the dictum of the United States Supreme Court. The opinion was written by Judge William S. Kenyon and concurred in by Judges Walter H. H. Sanborn and Robert E. Lewis. The case had been remanded by the Supreme Court in 1922 for a new trial after a lower court had given judgment to the Coronado Company for $200,000 damages, which would be trebled under the Sherman Anti-trust Act.

As far as it is within the power of Congress to make the decision, Child Labor is to be abolished in the United States. The Constitutional Amendment has been passed and is now before the States for ratification. If three-fourths in number approve, the Amendment will become part of the Constitution. Congress will then have the power to enact needful legislation on this important question concerning the children of our country.

Without federal law and control, endeavors to do away with child labor, in their own communities, by citizens and officials of individual states and cities, admirable though they may be, will not suffice to end the evil.

An Immigration Bill was passed by the last congress and is now a law. It provides that only two per cent of any nationality, based on the number of foreign born residents of that nationality in this country in 1890, shall be admitted as immigrants in any one year. Aliens ineligible to citizenship are prohibited from entering this country. A non-quota class is provided for which will permit the wives of foreign born citizens and their unmarried children under eighteen years of age, to come into the country, outside the two per cent quota. The necessity for such legislation is becoming more evident every day. While labor would like to have immigration completely restricted for a period of ten years it was recognized that at this time it was impossible to secure such legislation. Consequently this bill was endorsed by the American Federation of Labor. A powerful lobby of corporate interests was busy night and day in a desperate effort to defeat this measure when it was up for discussion and action.

We denounce the corruption that has been brought to light in connection with the Teapot Dome and the Department of Justice scandals, and we insist that those unfaithful and corrupt public servants and all others connected with this deplorable affair shall be prosecuted for their crimes against the American people, and that no violator of the law shall escape punishment.

This concludes our findings. The work accomplished during the past year in the interests of the workers has been made possible by the close co-operation of all members of organized labor. The movement will constantly go forward. The spirit to improve labor's condition is inherent in the hearts of workers. We must meet new conditions as they arise, in our organized, progressive way. For the coming year we urge unceasing efforts in the work of agitation and the further organization of the people.

Respectfully submitted,

CLARENCE L. ESSEX	Branch 9
HARRY M. EWAN	Branch 7
WILLIAM P. FOX	Branch 112
JOHN S. ROBERTS	Branch 80
HARRY T. KINNEY	Branch 105

President Voll spoke in high approval of the report of the Committee and urged the delegates to read it when they made their reports of the convention to their branches. He also urged the delegates to take an active interest in support of the McCormick Child Labor Bill Amendment in their respective communities. He said that in a number of instances statements had been made and given wide credence that if this Amendment was ratified by the States it would provide that young persons under the age of eighteen years could not engage in any kind of work. President Voll explained that this is not correct. Also, that if under a Federal act the age at which children might work would be, for instance, fourteen years and the age limit in a state was sixteen, the state law would not be affected thereby but would take precedence over the Federal law in the matter of fixing the age at which a child would be allowed to go into industry and work for wages.

There was a brief and very interesting discussion on the principles and methods of the Non-Partisan Political Campaign. During this President Voll read an editorial by Samuel Gompers in the July Federationist, entitled, "Labor in the 1924 Campaign." Delegate Dall explained why Branch 9 of Baltimore had seen fit to withdraw from the Non-Partisan Political League, and gave an interesting statement of the political situation in Maryland. He was followed by Delegate Essex who spoke very briefly on the same subject.

A motion to suspend the rules and meet Thursday at 9 o'clock in the morning was amended to ten o'clock and by unanimous decision the rules were suspended to allow the convention to reconvene at 10 o'clock A. M., Thursday, July 17, 1924, to which hour adjournment was taken.

TENTH DAY'S SESSION.

ATLANTIC CITY, N. J., Thursday, July 17, 1924.

When the convention was called to order by President Voll at 10 o'clock a number of ladies were in attendance. Among them were Mrs. John A. Voll, wife of the President, and her sister, Miss Sara Shanley from Omaha; Mrs. John J. Dall, Mrs. John Neimeyer, Miss Helen Dall, Mrs. George W. Most and daughter, Mrs. Roy Cleary and Mrs. John W. Egan. Once again the noble words of America were sung with hearty enthusiasm, Miss Shanley accompanying on the piano. The opening service was further enhanced by the artistic singing of Miss Shanley.

On motion of Delegate Most, the annual election of officers was fixed at 11 o'clock to be followed by the installation at 12 noon. On motion, agreed to unanimously and with enthusiasm, the ladies were invited to return to the convention hall for the services of installation.

The collection authorized to be taken for Mrs. Mary Summers amounted to $47.79 and this was turned over to Branch 78, East St. Louis, Ill.

On motion of Delegate Griffin it was unanimously agreed that a subscription would be taken for the family of the late Joseph Phillips, former member of Branch 66, Toronto.

At the request of the President, Secretary Jenkins read a communication from the American Federation of Labor relative to the study of group insurance and data on fraternal benefits through trade union agencies. A committee for this purpose was authorized at the convention held in Portland; subsequently President Gompers appointed Matthew Woll and George W. Perkins as that committee. They are writing to the presidents of all national and international unions to solicit co-operation in the work. Among the questions on which information was desired are,—

Does your organization provide a death or funeral benefit or some form of insurance for all members?

Is a special contribution required, or a portion of the per capita tax set aside for this?

Is a separate fund kept and a special accounting made?

Is your benefit system self-supporting?

The Committee also asked for information with reference to plans of employers to provide group insurance to workers, and whether that tended to increase difficulties in organizing non-union workers. Also, if the organization would be interested in a plan for group insurance, affiliated through union members with the American Federation of Labor; in other words, unions grouping their beneficial systems through the Federation.

REMARKS BY PRESIDENT VOLL.

Group Insurance.

On this subject President Voll said:

The American Federation of Labor is making an investigation on the general subject of insurance among unions and employers. From the letter it would seem that the idea would be at first to provide sick and death benefits. The subject of insurance has been under consideration for some time. I have talked with the presidents of several labor unions who are favorable to it. In this convention you have given a good bit of attention to our own death beneficiary system and provided for an increase in the premium of from ten to fifteen cents. We wish to inform you that your officers have taken steps to protect the membership in that department so that it will be secure in years to come, even though the Association should not function. We have no doubt that it will continue to be a potent factor for your interests, but when the liability insurance special agent came to call on us he informed the Executive Board that the insurance we are carrying in our own organization is the cheapest that could possibly be obtained anywhere and if at any time in the future we cared to turn it over to one of the Old-Line companies (he represented the Metropolitan) they would take it over and thus perpetuate the insurance feature of our order, and in addition would permit the insurance to be taken care of through the National Office, but they would set the assessment. In addition, they would require no physical examination of those members who belong to our death beneficiary department.

That is an assurance which you can carry back home to your associates—that the insurance feature of the organization is protected for all time.

The suggestion of the American Federation has great possibilities. Engineers now are insuring members of their own society and have established banks. You are well aware of the fact that the great financing of modern times is largely done through the big insurance companies. In other words, that means that the money of the men who take out insurance in the Old Line companies provides for the financing of big modern enterprises and these very corporations which from time to time turn against us and seek to prevent organized labor from functioning.

If the American Federation of Labor goes into the insurance business it will do so carefully and deliberately and a great business may be built up in that way by the organized labor movement, which in addition to providing for sickness and death would be a great financial influence.

In our own organization we feel that we have taken steps which will stabilize our beneficial department beyond doubt.

In a brief discussion which followed and which was taken part in by Delegates Dall, Marshall, Bowser, Donnelly, and by Brother Clifton (as a special privilege of the floor) details and methods were narrated in regard to different kinds of insurance which have been put into effect by employers and which prevail in a number of factories in which delegates are working. More frequently than not they are designed to attach the men to the plant, especially when a condition precedent to the continuation of the insurance is that the workman shall remain in the factory; in other words, a well-devised plan to stabilize labor and prevent its turnover almost wholly in the interest of employers.

Vice-President Maloney said: The President has covered the insurance question very fully but I am interested in it and would ask for a few minutes' time. Let me impress this thought that insurance companies are not philanthropists; they are cold business men and insurance is a cold business proposition. When a man dies who is insured the money does not drop out of the skies, the policy holders pay the freight. Insurance goes back to 1699 in England. The first company was called the Society of Assurance for Widows and Orphans. Every man should protect his family, and insurance is the best way, but it is practical business.

I was interested to hear that the American Federation of Labor is considering the feasibility of going into that business. Let me give you some figures that I think are interesting. There were one hundred life insurance companies in 1860 and the annual premiums amounted to $4,700,000. Today life insurance leads all other business in this country, even the steel trust. There are $50,000,000,000 of insurance—it has doubled in eight years. The combined assets of all the companies exceed the resources of the savings banks. Their admitted assets in 1922 were $8,717,758,247. In January, 1922, 18,500,000 life insurance policies were in force, and in that year the income of all the life insurance companies of this country was almost two billions and a quarter. Insurance companies paid out $1,600,931,734. They practically had a reserve or income, call it what you will—but business, remember—of $1,250,000,000 after all expenses were paid, as far as policies were concerned.

Many prominent men have taken out large policies. We have a record of one for five million dollars; another for four million five hundred thousand; two for three million each. Now who pays the premium on those policies? The individual? No. Heads of big companies, you often read in the newspapers, are insured for the benefit of the company to the amount of a million and a half. Who pays that? The individual? Oh, no. You pay that—the American public. That is put on the cost of the article which is sold.

In 1905 insurance companies were running wild in this country. There was an investigation conducted in New York City under the present Secretary of State, Charles E. Hughes, which did much to remove corruption. It developed that the presidents of several companies had a so-called "yellow-dog" fund. The officers of some companies received enormous salaries. A number of those men left this country; there were a few suicides; even today laws relating to insurance are not stabilized and various conflicting decisions have been made by the courts. Two national presidents, Roosevelt and Cleveland, recommended a constitutional amendment which would give Congress a right to legislate on the subject, but to no avail. The insurance provided by our Association is safe, and the cheapest in the country. I believe in it and am interested in the questions asked by the Committee of the American Federation of Labor. It is a splendid movement.

Vice-President Maloney took the chair and Chairman Schultz and Secretary Colin then presented the Report of the Committee on the Annual Report of President John A. Voll. Chairman Maloney characterized this as an uncommonly able and interesting review and commended it to the thoughtful attention of every member of the Association. It was read by Secretary Colin, was received with applause, and on motion, was accepted and directed to be made a part of the Minutes. It will be found in connection with the Reports of the National Officers, page 101.

President Voll resumed the chair and called for the report of the Committee on the Annual Report of Vice-President James Maloney. This was given by Chairman Donnelly and Secretary Egan, the latter reading, and was likewise received with the compliment of applause and on motion, accepted and directed to be made a part of the Minutes. It appears in connection with the Reports of the National Officers, page 107.

On the failure of Branch 44 to make a financial report and send a delegate, action on which was postponed in the first day's session, Secretary Jenkins said that he had received a letter from the Branch Secretary stating that the delegate selected, Brother Frank Cheeseman, was out of health so that it became impossible for him to come to the convention. On motion, it was excused for this year and the officers directed to notify the Branch and at the same time express a little censure.

Annual Election of Officers.

The annual election was marked by absolute harmony and agreement. There were no opposing candidates. Each officer was re-elected by acclamation and given a most cordial round of applause. Each in few and happy words expressed his pleasure in the confidence and appreciation of the delegates.

For second fraternal delegate to the American Federation of Labor convention in November, 1924, Delegates Sullivan and Wallace were nominated; thirty ballots were cast for the former and thirty-nine for the latter, whereupon, on motion of Delegate Sullivan, the choice of Delegate Walter T. Wallace of Branch 7 was made unanimous. The latter expressed his appreciation, saying: I don't know how to thank the delegates, I don't know what to say for the honor you have bestowed upon me. I thank Brother Sullivan for the fair way in which our contest was carried on; he said nothing unkind about me and I said nothing unkind about him.

It was apparent to everyone that the election of the different officers by acclamation was a spontaneous expression of confidence and good-will of the delegates.

When Vice-President Maloney, in the chair, announced the re-election of President Voll he said,—

I felt very happy over the session we had yesterday. It was full of spirit and enthusiasm and indicated we had been making progress in the feed and flow departments. I think delegates will all feel encouraged by the very remarkable discussion in connection with the report of the Committee on Automatic Machinery. It was full of encouragement to your officers because it indicates the future welfare of the organization is established. I am satisfied it was an inspiration to the delegates also and that now more than ever you will feel like putting your shoulder to the wheel when you return home and doing all you can in the interest not only of that department but of the entire Association. It is due not only to the men in the ranks but to your leader as well that this condition has been brought about. I have worked with President Voll for a good many years. He was first elected to the Executive Board in 1904 in Buffalo—twenty years ago. In 1906 he was elected vice-president, in this hall in Atlantic City. Seven years ago on the death of our beloved former President, Denis A. Hayes, he became President and has been elected each year since by unanimous vote. I know something about his life work. He is modest, able, efficient. He has refused political preferment on numerous occasions so he might devote himself to this Association. He did a great work in the gas belt when Vice-President, with the able assistance of Brother William Connolly. Every other man who had attempted the work had failed but he did it, by patient, determined and persistent effort. Those qualities characterize his work all the way through; and he always tells you the truth. No man can be a leader unless he does that. His work has been successful not only because of these qualities that I have referred to but because he has had the assistance and co-operation of his wife, who graced our meeting this morning. He has always had my support and always will. (Applause). There has been continual harmony in the Executive Board. There have been discussions and expressions of opinion but there has always been harmony, and when a question is settled every member of the executive family goes out to put forth his utmost effort for what he believes is right for the Association. I take great pleasure in announcing the election of John A. Voll as President for the ensuing year. (Applause).

John A. Voll, President.

President Voll in expressing his pleasure in the confidence reposed in him by the complimentary election said,—

My friends: The Vice-President has said many nice things; whether I deserve them or not you men know. I have never looked for nor sought laudation but I have tried to be of service to my fellow men. I don't think a man can do anything which gives more pleasure than getting behind his neighbor and trying to help him. One way to help is to work out a plan by which he can get to a higher position, gain knowledge, be trained in the art of exercising self-control and discipline in every-day life. That is essential to government. No matter what a man's station his richest rewards come from trying to give service to others. The reward follows as naturally as light comes from the sun. The Vice-President has been complimentary to me, but I could not as an individual do very much if I did not have the confidence of those with whom I am associated.

I thank you from the bottom of my heart for the confidence you have shown by re-electing me, and I shall try always to give you my best judgment and devoted interest.

(President Voll then added a few other remarks of interest and these are incorporated in his closing address).

James Maloney, Vice-President.

After the election of Vice-President Maloney, President Voll felicitated him and said it was richly deserved by the service that he has rendered the Association during all the time he has been connected with it.

Vice-President Maloney, accepting his election, said:

Fellow-workmen, I believe I have made this same statement in other conventions and some of my friends have disagreed, nevertheless I can truthfully say that I never rise to speak except with a certain feeling of temerity. Of course that usually passes away, but on an occasion of this character it is rather emphasized and I am a pretty poor hand when it comes to speaking for myself. I feel, my friends, that this convention has been very worth while. The session we had yesterday was stimulating and in all, the sessions of this convention have been exceptionally full of enthusiasm and the discussions unusually informative. It places a cornerstone for the future. We have been building in the flow and feed department during the last three or four years, and we are going on. We are all friends together here. That is what true unionism means, and friendship between men is a fine thing. I always look on a meeting with glassblowers as of my own family. You have been exceedingly kind to me. We come together, talk plainly, and shoot straight, and we develop a deep and abiding affection for each other. Sometimes in the heat of debate one may say something that may sound a little unkind,—once in awhile that happens in the bosom of one's own family, but it is not meant to be unkind. I do thank you my friends, for the expression of confidence you have given me today, and I want to do my best for you. I thank you most cordially. (Applause).

Secretary Jenkins was nominated by Delegate Most as "one of the most efficient secretaries the Association has ever had."

Secretary Jenkins upon his election, said: Mr. Chairman and friends: I do not want to take up your time with words, but I must express my high appreciation of the honor you have conferred upon me. I have tried to serve you faithfully and well and it will be my ambition to give you in this coming year the best service that is within my power. (Applause).

Treasurer Halton was nominated by Delegate Brookes and on election, said:

Mr. Chairman and friends: Once again I thank you sincerely. You have conferred an honor on me and I assure you that to the best of my ability I will protect the financial interests of this Association. (Applause).

Each of the Executive Board Members spoke briefly, followed by applause.

Board Member Connolly: I wish to thank the delegates for re-electing me. It is an honor to serve as a member of the Executive Board, particularly with such superior officers as we have. I can only say that in the future I will try to carry out the instructions they give me and will do every thing I can to uphold the principles and advance the interests of our great Association. (Applause).

Board Member Vansant: Mr. Chairman and Fellow Delegates, I thank you once again for this renewal of your confidence. It shall be my aim and desire in the future to go along and work according to the policies of the organization as laid down by the President. As was said by Vice-President Maloney, the harmony which has prevailed in our official family has contributed more to the success of the organization than anything else. I hope I will always while serving in this position be able to go along in that same harmonious manner. Thank you for the help and comfort you have given me while I have served as one of your Board members. (Applause).

Board Member Campbell: You men all know how I feel toward the members of this Union. I love it next to my family. Your interests are mine. It is a pleasure to work under my superior officers and counsel with my colleagues on the Executive Board. It is a pleasure to serve you men and the men back home. I promise you that my acts will be so governed in the future that you will never regret electing me. I thank you sincerely and wish you all God-speed. (Applause).

Board Member Roberts: I will not attempt to make a speech; my good friend, the Vice-President, said the other day that I was a better story-teller than orator, but I can say that it has been a pleasure to work with my superior officers, my brother colleagues, the delegates, and the men I have met in the branches I visited. Those who have come in contact with me know whether I have put forth my best efforts or not. I thank you. (Applause).

Board Member McLaughlin: It has been a pleasure in the past to work with my colleagues and to do everything in my power to promote the interests of the rank and file. When you accepted my report the other day I felt grateful and today I feel grateful to you again. It is surely an encouragement to an officer to be re-elected by acclamation. In the coming year I will continue to give you my best service. (Applause).

Board Member Eames: I wish, my friends, to express my appreciation for your continued confidence. I have been impressed with the fact, as I have listened to the discussions throughout this convention, that there is mutual faith here. I have long held the opinion that if there is anything wrong with society, or if there is any great menace to government it is because of a lack of mutual confidence. I can sometimes see justification for lack of faith, technically, it is true,—but fundamentally it is all wrong. One of the greatest of the major prophets not only impaired the value of his contribution of service to the age in which he lived, but impaired his faith in his Creator when he lost faith in his fellowmen. The fabric of society, particularly since the war, has been weakened by the fact that we do not have the same measure of confidence in our fellows that we used to have. I believe the progress of this Association can be attributed to the fact that we believe in one another, and as I have already said, this demonstration by the delegates of their continued confidence in me and in my colleagues is gratifying, and it is because of that spirit that throughout all the years that have passed, when there have been hardships and ups and downs, we have believed in one another. I wish to thank the delegates most heartily for the fact that you believe in me, and I pledge you my best for the coming season. (Applause).

Board Member Warren: Mr. Chairman and Delegates, I don't see how I am going to get words large enough or strong enough to express my appreciation of the honor you have bestowed by giving me the opportunity of going along and trying to help our great Association, and educating myself in the great labor movement,—which is something I have tried all my life to do. Since I became a member of your Executive Board I have done the best I possibly could to promote your interests; I shall try to do better next year, try to build stronger, to be of greater service. That is my ambition. I thank every one of you from the bottom of my heart. (Applause).

Board Member Halton: Fellow Workmen, as a member of your Executive Board it will be my aim and ambition to carry out to the best of my ability whatever work is assigned me by the President, no matter where or when required. I shall give you my best efforts in every way, and I thank you for the honor conferred. (Applause).

For the meeting of the 1925 convention, Baltimore was nominated by Delegate Essex as "a city whose hospitality has never been surpassed, and the home of two large locals of the organization."

Buffalo was nominated by Delegate Lambalzer as "a city of cordial welcome, many attractions and interesting history among the latter the fact that it was there that President Voll was elected to the Executive Board twenty years ago."

The ballot was thirty-six votes for Baltimore and thirty-two for Buffalo. On motion of Delegate Lambalzer, the choice of Baltimore was made unanimous.

The roster of officers elected to serve during 1924-1925 is as follows:

President

JOHN A. VOLL

Vice-President

JAMES MALONEY

Secretary

HARRY JENKINS

Treasurer

HARRY HALTON

Executive Board Members

1. WILLIAM C. CONNOLLY, SR.
2. ROBERT G. VANSANT
3. WILLIAM W. CAMPBELL
4. JOHN S. ROBERTS
5. ALBERT C. McLAUGHLIN
6. THOMAS B. EAMES
7. WILLIAM WARREN
8. HARRY HALTON

Trustees

1.	WALTER DAY,	Branch 2
2.	WILLIAM DUNLAP,	Branch 5
3.	FRANK L. DAHM,	Branch 78

Fraternal Delegates to Annual Convention of American Federation of Labor Convention, November, 1924.

1. JOHN A. VOLL
2. WALTER T. WALLACE

Convention City.

BALTIMORE, MARYLAND.

Installation of Officers.

A committee was appointed to escort the ladies who were guests of the Convention at the opening and they came into the auditorium. President Voll requested Delegate Wilson Chard of Branch 7, Millville, to officiate in the ceremony of installation of officers.

Chairman Chard, before administering the oath, said to the newly elected officers, grouped in a semi-circle before the rostrum:

My Friends: Before we enter into this very solemn obligation may I have a few words? We are at the close of the Forty-eighth Annual Convention. Presently President Voll will give us the "good-night story." As we go to our homes do not let us abate our activities, but rather kindle anew the spirit of co-operation to inspire our members at home. May I liken this Association to a ship ploughing her way from the western coast, Los Angeles, to the Atlantic Ocean, with you, Mr. President, as captain, the Vice-President, as first mate, the Secretary as the steward, the Treasurer, the purser; Members of the Executive Board assistant officers, and the delegates of the Forty-eighth Annual Convention as its crew? May I admonish you, our officers, to keep your eye upon the guiding star and on the compass, and exercise such perseverance and good judgment in navigation that we may shun the rocks and weather all storms. May I say to the crew, it is your duty to stand by your captain and have faith in his wisdom and careful guidance, and to co-operate with him in all things.

Chairman Chard then in a most impressive manner read the beautiful ritual and once again the officers took upon themselves the solemn and serious obligation of their office.

Closing Address by President Voll.

Friends: This concludes the work of the convention. You delegates are all going back to your respective homes and branches. You have had here in meeting with your fellow-workmen opportunities the members back home unfortunately cannot have. You were the chosen representatives of those men. These conventions are an education but only a comparatively few men can attend; so those back home put all their trust and confidence in you and confide their interests to your hands. They expect you to do the best you can, keeping in mind that a locality alone cannot be legislated for but the organization as a whole must always be considered.

I want to advise you to call a special meeting of your branches when you return home, at as early a date as possible and make a report to your members of the business that has been done by this convention. If you don't call a special meeting promptly the spirit of enthusiasm that we hope you have received here may be dimmed. Our besetting sin in the Association today is indifference. So it is your duty as I see it to at once begin to try to eradicate that indifference and one way to do that is to immediately report to your brothers what has taken place here and the manner in which business has been conducted. I trust you will impress them with the fact that our business has been transacted impersonally and that deliberations have been free from prejudice or bias; and that while we differed at times on questions vitally important to the entire trade, when a majority decided what was to be the policy and practice for the coming year we were able to go out of the hall united in our intention and desire to promote the interests of the organization and every member in it. It will be the duty of your branch members to co-operate in that same spirit and I trust we will have their constant help.

Delegate Chard very well compared this organization of ours to a ship. The ship of the Glass Bottle Blowers' Association by reason of the constant care it has received, by reason of its ability to meet changes of wind and tide and stormy weather is today in good trim, the masts are sound, there is no rent in the sails; the hull is in first-class condition, the ropes are made of good fibre and they are drawn taut; and everything is set for smooth sailing. So no matter what may transpire, if it be necessary to change our course or to sail more rapidly the ship itself is ready and I think the crew are waiting.

In the message to your branches I trust you will give the reports that have been made here by your officers. You will have time to study them carefully. Read to your members those parts that are of vital importance. Give them full information on the action relative to the death beneficiary department and the facts relating to insurance by labor groups, which were narrated to you this morning. Give thought and consideration to the reports of your list committees, particularly that on the Automatic Machine yesterday and the discussion; also that of the Committee on Political Protest and Injunction and the discussion. Speak of the spirit and sentiment manifested. Those matters affect you individually, they affect your home, your neighbor, and your community, even the state, the nation, and the church. The scope of their influence is far-reaching; it covers an area beyond conception; so that what you transmit to those whom you represent will have a bearing for the coming years.

The greatest thing in leadership is to be a democrat in the sense of liberty and as it is given in the dictionary—"place yourself upon the same basis as another." That means to always be free from egotism and ready to place yourselves with the fellow on the first rung of the ladder. If we all do that we will have success in any movement labor or government undertakes. A leader can point out what ought to be done and secure co-operation only through arousing the spirit of helpfulness among his fellow workers. This is an interesting time in the history of our country and the world. In my opinion it is the most critical time in the world's history, not forgetting the many great things that have happened in the past. People throughout the world are either going to advance or go backward, and I believe they will advance. We have reached a stage when thought and action are transmitted like a flash of lightning.

Through the development of education which has been always cherished and promoted by the trade union movement the time is not far distant when capitalism will have passed and true democracy taken its place. The coming election means a great deal to the people of this country. It is a pity that we cannot all grasp its import, or avail ourselves of the opportunity to make a wonderful stride forward and gain for mankind greater liberty and a more equal distribution of wealth.

I might as well express some other thoughts, as I have in previous conventions that were likewise harmonious and constructive as this one has been. Just here I want to emphasize and make my own the sentiments of Vice-President Maloney about this convention. Not in years have we had one like this. Deliberations have been thorough. When we disagreed there was no hurt left—nothing to hamper progress or interfere with carrying out the policies you have adopted. May I refer again to the report of the Automatic Machine Committee and the interesting discussion? It was remarkable to me because when we first appealed for a conference on the flow and feed device little was thought of it by our membership, but today we have seven hundred and eighty-eight men employed on that device; the minimum wage is twenty-eight dollars and sixty cents and wages have run as high as fifty dollars a week, as I understand, in one or two isolated instances. Look at what organization has done and consider the possibilities of the future. You have stabilized the industry for the manufacturer and preserved it for yourselves. So long as we maintain our organization as at present—and that can be done, we are a force to be reckoned with at all times.

You have again chosen me as your officer to steer the ship. I can only say that I will give the same careful consideration to the windings of the channel, use the same diligence to keep clear of the rocks, guide the ship into deep water, or safely into harbor and out again, and at all times give it my earnest care and attention. As I have tried to do in the past so will I continue in the future to promote the interests of this great ship of ours in every way within my power. Once again, I thank you. (Applause.)

The delegates, led by President Voll and with Miss Shanley at the piano, sang in splendid spirit "America." President Voll then gave the password for the year and all business having been transacted, formally declared the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada adjourned sine die.

Harry Jenkins,

Secretary.

REPORT OF FRATERNAL DELEGATES TO THE ANNUAL CONVENTION OF THE AMERICAN FEDERATION OF LABOR

Held in Portland, Oregon, October 1—12, 1923.

To the Officers and Delegates to the Forty-eighth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greetings:

The following is the Report of your Delegates to the Forty-third Annual Convention of the American Federation of Labor, held in Portland, Oregon, October 1 to 12, inclusive, 1923:

Three hundred and seventy-eight delegates representing ninety-two national and international unions, four departments, twenty-four state branches, sixty central bodies, fourteen trades and federal unions and four fraternal organizations, were seated. The convention in accordance with the laws of the American Federation of Labor, was called to order at ten o'clock A. M., in the Municipal Auditorium, with Mr. G. A. Von Schriltz, President of the Portland Central Labor Council, in the chair.

The Portland Symphony Orchestra of one hundred pieces under the direction of Mr. Carl Denton gave a fine musical program previous to the opening of the convention. Mr. Von Schriltz then introduced the Rev. Walter Taylor Summer, Bishop of the Episcopal Church, who delivered the invocation. Able addresses were delivered by Hon. Walter N. Pierce, Governor of Oregon; Hon. George L. Baker, Mayor of Portland, and Mr. Otto Hartwig, President of the Oregon State Federation of Labor. President Gompers, replying, said, in substance,—

In so far as I have the authority to speak and I believe that I voice the sentiments of the delegates to this convention of the American Federation of Labor as well as my own innermost feelings, I thank you in their name and in my own for the welcome you have extended to the officers and delegates to this Forty-third Annual Convention of the American Federation of

Labor, not only for the earnest and cordial welcome which you have extended to us, but for the sentiments in which you have couched that welcome as well as the historical events you have pointed out to us, and for the friendly solicitude you have expressed for our welfare and success.

Reference has been made here this morning to reds and radicals. With the reference to those who come under the general terminology of "reds," I fully agree and those who know me or know anything of me and the work that I have tried to perform and the service I have endeavored to give know that I am not even 'pink.' But I think there is some general misconception of the term "radical." There are so many varieties of them.

While sitting upon the platform this morning we heard a beautiful orchestra render sweet, artistic music. It brought a thought to my mind quite apropos of this matter which I have just been presenting to you and it occurred to me—what after all is music but a succession of harmonious sounds? Now one member of that splendid orchestra might entertain us with his renditions, but there were about a hundred men. Suppose they had by a majority of ninety-eight to two decided they would work in harmony and then render their pieces of music in harmony with each other to attain one common purpose—a succession of harmonious sounds; but suppose the piccolo player and the drummer, being the two in the minority, would say, "No we will not be bound by you ninety-eight, you reactionaries," and one would say, "I am going to play when I feel like it," and the other likewise. I wonder if such a performance had been given this morning you would have risen and given cheers of approval, as you did, to this wonderful orchestra in which each man played his part in the accomplishment of harmonious sound. It is exactly the same with our trade union movement.

To refer to the falsely termed "open shop" and the treasonable appellation of it as the "American Plan," let me say that the American Plan consists of a virile citizenship. American workers can only maintain that virility and vision and insistence upon progress when they are united and federated. Well, the open shop drive was on and wage reductions were demanded. In some instances we had to yield some things, yet despite the calamitous howls of the interests it was a fortunate thing for our country and our people that in 1922 the organized working men and women of America resisted reductions. That resistence in 1922 gave the employing interests and big business to understand that even if they succeeded in wage reductions it would cost them more in the end than to pay the scale which prevails, and as for the losses to the working people we have little to lose and can afford to lose it.

Immigration.

The Executive Council in its report to the convention pointed out the need for restricted immigration, stating there are at the present time 13,000,000 unnaturalized foreigners in the United States of whom 1,500,000 cannot speak the English language and 3,000,000 cannot read nor write the English language. The Federation went on record as being in favor of restricted immigration.

Child Labor.

On February 24, 1923 the following resolution proposing an amendment to the federal constitution, was presented to both House and Senate, known as S. J. Res - 232, H. J. Res. 407:—

> The Congress shall have power concurrent with that of the several states to limit or prohibit the labor of persons under the age of eighteen years.

The following National Organizations are back of this amendment: American Federation of Labor, Federal Council of the Churches of Christ in America, General Federation of Women's Clubs, Girls Friendly Society in America, National Child Labor Committee, National Congress of Mothers and Parent Teachers, National Consumers' League, National Council of Jewish Women, National Council of Women, Inc., National Education Association, National Federation of Teachers, National Federation of Business and Professional Women's Clubs, National League of Women Voters, National Woman's Christian Temperance Union, National Woman's Trade Union League, Service Star Legion, Young Woman's Christian Association.

It behooves us one and all to be on our guard and to see to it that the proposed amendment is adopted as we well know that the courts and business put the dollar above human life.

Ku Klux Klan.

The Federation went on record by unanimous vote as being opposed to the Ku Klux Klan and approved the following from the report of the Executive Council:

> RESOLVED, We deplore the introduction of any sectarian or captious side issues among the working people. Such movements are destined to divide labor's forces and produce bitter antagonisms because they produce religious bigotry, provoke rancorous intolerance, and divert the working people from working out their own emancipation.
>
> RESOLVED, That we here and now reaffirm as one of the cardinal principles of the labor movement that working people must unite and organize irrespective of creed, color, sex, nationality or politics.

Soldiers' Bonus.

The convention was unanimous in favor of a bonus for soldiers and sailors who served in the world war. It might be well to read what Senator Sterling, S. Dakota Republican, had to say on the floor of the Senate when the bonus bill was before that body:

> He (the soldier) had the privilege of going and fighting for the grandest republic on God's footstool, and instead of claiming a bonus now he ought to consider himself, with all that he is and all that he has gained, the debtor of the nation rather than its creditor.

It would be rather difficult to imagine the feeling of the parents and brothers and sisters of those boys who gave their all for the nation had Senator Sterling or any other profiteer or politician made that statement before the men were drafted or while they were in the trenches of France.

For the second time in the history of the American Federation of Labor a delegate's credentials were revoked in convention. The delegate was William E. Dunne who represented the Silver Bow Trades and Labor Assembly, Butte, Montana, and was editor of the Butte Bulletin, alleged to be an I. W. W. and

Communist Party publication. The ouster vote on roll call was decisive, being 27,838 to 107. Dunne and his small following then left the convention hall.

The convention adopted a resolution to petition Congress to have a constitutional amendment submitted to the people for the election of all Federal Judges for four years instead of appointment for life by the President of the United States.

One hundred and four resolutions were introduced and acted on. We cannot read them all to you so only try to give an outline of the most important.

Resolution 49 pertaining to opening up trade relations with the Russian Government after a long and lengthy debate was lost. The Federation reaffirmed its stand on the non-partisan political campaign. A communication from the Ancient Order of Hibernians gave assurance that organization will employ union labor in its work. This policy is in conformity with the recommendation of the national convention of the Hibernians. Miss Anna Fitzgerald, President of the Women's International Union Label League and Trades Union Auxiliary, in her address stated that there are now 150 local branches in the League. In Youngstown, Ohio, there are 500 women in the organization.

Elimination of the railway labor board, which was characterized as tyrannical, was demanded in a resolution which was adopted. The convention rejected a resolution to change Labor Day from September to May first. A resolution was adopted commending Governor Davis of Kansas for efforts to eliminate the "can't strike" law of former Governor Allen. Free text-books in the public schools of all the states was urged by the convention. The Industrial Workers of the World were denounced as a force aiming to destroy organized labor, and an investigation of its activities was ordered.

By an overwhelming viva voce vote the convention reaffirmed its former position on prohibition, favoring modification of the Volstead Act. Debate on the question was extended, the supporters denying they had any desire to repeal the constitutional amendment prohibiting so-called hard liquors. The speakers favoring modification declared that restoration of beer and light wines would result in a more contented citizenship and would eliminate much of the illicit traffic in poisonous concoctions which are being sold in every community. The action of the convention declaring for light wines and beer was by adoption of the report of the committee on the executive council's report.

Women engaged at the barber trade cannot be organized. The Journeymen Barbers' Union declines to organize them and the Federation decided that the jurisdiction of the trade is in the hands of the international union and the union's autonomy to decide the qualification of members is not properly a subject for the Federation to decide. A resolution introduced by James A. Duncan of Seattle, calling on the Federation to use its influence with the Barbers to effect organization of the women, or for the Federation to issue charters, was defeated.

The average membership of unions affiliated with the Federation was 1,465,800 in 1903; 1,996,004 in 1913; and 2,926,468 in 1923. There are 108 affiliated national and international unions composed of 36,534 local unions, 49 state federations of labor, 901 city central bodies, 523 local trade unions and federal labor unions, four departments and 818 local department councils.

The Publicity Bureau, authorized by the executive council of the Federation, received voluntary contributions amounting to $5,742.43 for the period covered by the report to the 1923 convention. Contributions from the national and international unions to the fund for publicity purposes total $7,221.74; the fund for promoting and advancing Rochdale co-operation, $4,324.38; and the American Federation of Labor national non-partisan political campaign committee fund, $4,928.33.

Important Decisions and Actions of the American Federation of Labor Convention.

Declaration for determined, conscious crusade for industrial democracy. Opposition to soviet tyranny and to communist propaganda in the United States. Opposition to the Ku Klux

Klan and to the Fascisti. Unseated William F. Dunne as a communist and representative of Moscow.

Adopted as an official finding an investigation of social studies made by a special committee with expert assistance. Directed intensification of national campaign to organize steel workers. Directed national conference to inaugurate sweeping campaign to organize women wage earners. Directed that assistance be given in organizing textile workers. Demanded enactment of amendment to constitution to prohibit child labor and amendment which would give congress power to re-enact laws declared unconstitutional by the supreme court. Directed greater effort than ever in coming national non-partisan political campaign and asked national and international unions to furnish generous financial support.

Ordered campaign to organize casual and migratory workers. Directed continuance of efforts to bring about affiliation with International Federation of Trade Unions on a basis satisfactory to American labor and guaranteeing national autonomy. Denounced so-called "amalgamation" scheme and overwhelmingly defeated resolution introduced in its behalf. Defeated resolutions calling for independent labor political party. Reaffirmed demand for modification of Volstead Act.

Voted support of American Red Cross. Voted support to rehabilitation work of Veterans' Bureau. Declined to override autonomy of national unions, voting down several resolutions calling for compulsory instead of voluntary action in connection with affiliation of local unions to central bodies and state federations. Ordered investigation of I. W. W. and its relation to hostile employers and private detective agencies.

Directed that efforts be made to secure prohibition of use of injunction in industrial disputes in cases where no injunction would lie if no industrial dispute were in evidence. Ordered that next convention be held beginning November 17, 1924. Regarded labor banks as "helpful" and "much nearer the people" than Wall Street but not as a cure for industrial evils. Directed that efforts to promote friendship and develop understanding between labor and farmers "should be continued." Pronounced in favor of continuing "friendly and co-operative" relations with American Legion. Directed "vigilance" in relation to intelligence tests and "labor participation in direction" where those tests are used in industry.

Expressed confidence and faith in work of Pan-American Federation of Labor and continued affiliation to that organization. Directed continued participation in work of Personnel Research Federation. Recorded emphatic position for sanctity of contract in relations with employers. Declared resistance to wage reductions most effective measure in combating unemployment. Directed effective functioning of American Federation or Labor's Legal Information Bureau. Directed continued and expanded information and Publicity Service efforts. Continued investigation of workmen's compensation and employers' liability laws. Condemned Federated Press as "on its own record" not entitled to support of labor papers or trade union organizations. Directed continued efforts to prevent prison labor from coming into competition with free labor. Asked that it be "the policy and purpose of the state to conserve, develop and control the water of the state for the use and benefit of the people." Condemned compulsory registration of seamen and maintenance of private shipping offices by ship owners. Condemned ship subsidy and directed continued vigilance. Directed general survey of living and working conditions in Philippine Islands.

Directed Executive Council to request Pan-American Federation of Labor to investigate conditions in Venezuela and if reports of "tyrannical oppression" of the people and workers are confirmed, President Gompers is instructed to ask the President of the United States and the Secretary of State to sever diplomatic relations with Venezuela.

Instructed Executive Council to present labor's demands to national political party conventions for incorporation in party platforms. State Federations are asked to take similar action in state political party conventions. Called upon Federal Trades Commission to investigate practices of American Bell Telephone Company and its "monopolistic control of the communicating industry."

Endorsed nation wide campaign to organize office or "white collar" workers.

Requested affiliated internationals to send organizers to Virgin Islands to combat attacks by legislature and employers and instruct the Federation's general organizer, stationed in Porto Rica, to visit those islands periodically. Requested labor movements in opium and cocaine producing countries to co-operate in suppressing narcotics. Directed Executive Council to call upon federal government to take steps to stop profiteering and reduce cost of living. Approved the course pursued in the national railway employes and coal miners strikes. Instructed Executive Council to petition congress for a constitutional amendment for the election of federal judges.

The cordial and friendly relations between the American Legion and the Federation were once more emphasized by the addresses of Captain Charles P. Plummer, Senior Vice Commander American Legion; General Frank T. Hines, Director of the United States Veterans' Bureau, and Rev. William L. O'Connor, National Chaplain American Legion.

The convention was addressed from time to time by Dr. H. L. Bowman, representing Portland Council of Churches; Mr. John W. Brown, Educational Department International Federation of Trade Unions; Rev. George J. Campbell of the Catholic Church; Mr. Edward Grenfell of Portland Fire Department,—Portland has a union fire department and his address was on fire prevention; Mr. J. J. Handsaker, representing the Near East Relief; Otto Hartwig, President of the Oregon State Federation of Labor; Frank Hodges, Secretary Coal Miners' Federation of Great Britain; John L. Lewis, President of the United Mine Workers of America; Mathilde Lindsay Fraternal Delegate representing National Woman's Trade Union, and several others.

Election of Officers.

All officers of the American Federation of Labor were reelected without opposition. The Fraternal Delegates to the British Trades Union Congress were Peter J. Brady, International Photo Engravers' Union, and Edward J. Gainor of the National Association of Letter Carriers. Delegate to the Canadian Trades and Labor Council, Walter W. Britton, President of the International Union Metal Polishers. All these officers were elected without opposition.

In his closing address, President Gompers remarked that "outsiders and intelligentsia may help where possible but where they attempt to dominate they must be swept aside in order that we may go on."

Commenting on the work of the convention he expressed profound satisfaction. "The work performed," he said, "ought to bring satisfaction to every forward looking American. It will lead to constructive citizenship, in behalf of a better America, in behalf of the democratic ideals for which our country stands, and in behalf of a more enlightened, more prosperous citizenship. We shall all go on with our work, carrying out the direction and the spirit of this convention. This gathering was but an episode in never-ending work. Achievement always lies ahead. If something has been contributed in the direction of a better understanding of our movement, progress has been made. The measure of our common understanding in America is the measure of our progress. The trade union movement is a great, humanitarian movement striving to make each day better than the day before for all of the masses of our people. It seeks to serve. It seeks to perfect and preserve the institutions of democracy and through them go on to better things. This convention has contributed richly toward that great end."

Convention City.

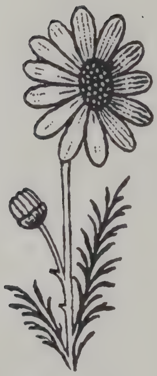
El Paso, Texas, and Detroit, Michigan, were put in nomination and the vote was for El Paso, 14,587; for Detroit, 12,885; delegates not voting, 1,116.

El Paso was accordingly declared the city for the meeting of the 1925 convention.

In compliance with the action of the 1923 convention of the Glass Bottle Blowers' Association your delegates voted for **Detroit.**

Respectfully submitted,

JOHN A. VOLL,
JOHN J. DALL,
Fraternal Delegates.



DAISY

Official Flower

of the Glass Bottle Blowers

Association

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